The Conference Board
MANAGEMENT RECORD

JULY, 1945

VOL. VII, No. 7

Should Epileptics Be Employed?

The National Industrial Conference Board is indebted to Jerry C. Price, M. D., Assistant Attending Neurologist of the Neurological Institute and Vanderbilt Clinic, Research Assistant of Columbia Medical College, and member of Medical Advisory Board and Board of Directors of the National Association to Control Epilepsy, for assistance in assembling data for this article.

APPROXIMATELY 80% of the epileptics in this country are physically and mentally capable of accepting employment. About 80% of them are gainfully employed. Unfortunately, however, because of public attitude concerning the disability and employer fears of laws regarding compensation, they generally have been impelled to conceal the presence of their disorder in order to secure employment. By this concealment, many of the workers in performing their tasks endanger themselves or their coworkers.

Epilepsy is not an uncommon condition since it has been estimated that about one two-hundredths of the population is affected by the disease.[1] Some cases are definitely traced to brain injuries and war casualties may therefore appreciably increase the incidence of epilepsy. Stress, worry and hardships of war or of everyday living occasionally result in the development of incipient epilepsy.

Medical science has much to learn about epilepsy, but it is known that the disorder involves the brain. Disorder in this case, however, does not mean that the brain is necessarily incapable of good performance. It is concerned with the wave pattern of the brain, since most persons with epilepsy have irregular brain waves. The brain wave pattern can be determined by an apparatus which is called the electroencephalograph. However, surveys indicate that with the exception of their seizures, epileptic individuals in general rate favorably physically and mentally with normal persons. Unquestionably, a certain percentage of epileptics requires special care but these people rarely reach employment offices.

[1]Wisconsin State Board of Vocational & Adult Education, Rehabilitation Division, *Bulletin*, No. 28, figure 1, p. 10.

SEIZURES

The seizure of epilepsy can be described as a loss of consciousness which may or may not be accompanied with convulsions. About one half of the patients sense signals of oncoming seizures such as slight giddiness and indigestion. Prior to an attack, the individual may be irritable and appear pale and wan. There are several types of seizures, but those most commonly referred to are *petit mal* and *grand mal*. The *petit mal* seizure is one in which the person may have only a momentary lapse of thought, or possibly a brief blinking of the eyelids. He may pause in his task for a moment, stare vacantly, then resume his activity as if nothing unusual had occurred. The *grand mal* attack is a generalized convulsion. The patient often cries out, loses consciousness and falls to the floor. At first the body is rigid, but, after a short period, slight convulsive movements may be noted which become more violent until most of the body muscles are involved. Some persons experience only one seizure in a lifetime while others have more frequent attacks.

FIRST AID

In seizure cases, first aid is somewhat limited in scope. In about one half the cases the patient tends to bite his tongue. In these instances some object (a rolled handkerchief or newspaper) should be placed between the back teeth on one side of the patient's mouth. The patient may be placed in a reclining position and all necessary precautions should be taken to prevent injury.

Upon regaining consciousness the patient may complain of a headache and general fatigue, or experience no discomfort whatsoever.

PREVENTION

Prevention of epileptic seizures is important and medication is now available which can control attacks in the majority of cases. The security of a wisely chosen job is appreciably effective in increasing the efficiency of the epileptic. One authority states that if the epileptic is carefully and successfully treated he is quite able to withstand the many problems of social, economic and industrial competition which might otherwise aggravate his condition. Physical fitness is essential.

EMPLOYMENT FACTORS

Epileptics whose disease is controlled under medical supervision are capable of accepting employment and the factors determining their safety are not complicated. It is reported that about 50% of epileptics are controlled cases, entirely free from seizures and therefore present no unusual employment problems. Persons who have frequent epileptic seizures, however, should not be assigned to work at heights, around moving unprotected machinery, or in jobs in which they might be subjected to burns or other like casualties. They should not be placed on jobs in which their lives or those of their coworkers might be endangered should seizures occur. Information on the employment of

epileptics can be obtained from the National Association to Control Epilepsy.[1]

It is important for the department head to know the type and frequency of the employee's seizures, clearly understand all factors of his placement and observe conditions of his employment. One case in which the supervisor failed to appreciate the directives of the company's medical department for an epileptic resulted in an injury which could have been prevented if the patient had not been subjected to altitude and work around moving machinery. To acquaint supervisors with the significance of principles involved in these cases, some employers are including discussion of details related to selective placement in their supervisory training programs.

When coworkers are acquainted with the facts related to epileptic seizures, some companies employing these persons report that there is no confusion when attacks actually occur. One or two employees in the department are usually held responsible for giving first-aid care in these cases.

Although persons with epilepsy prefer to be frank in discussing their disorder, they will not hesitate to conceal their condition if there is danger that they or their families may be deprived of economic independence through unemployment. One man successfully concealed his seizures from his employer for five years by hiding in an elevator, stationed between floors during his attacks, because he feared he might lose his job if his disorder became known. Many other instances could be related, yet Ann Lehman, Senior Employment Consultant for the Handicapped, United States Employment Service, reports that companies employing known epileptics advise that it is seldom necessary to discharge these persons since their efficiency and stability records are excellent.

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Highlights in the Group Insurance Field[1]

SEVERAL SIGNIFICANT developments have taken place in group insurance programs since 1940. The number of policies in force and the number of employees covered have substantially increased. In addition, new group insurance benefits which were nonexistent ten years ago have gained widespread acceptance.

Three conditions, all of them arising out of the war, have stimulated the growth and expansion of group insurance programs. One factor has been the freezing of wages. Employers, seeking to hold their present employees and to attract a desirable type of applicant, have adopted such programs as a substitute for wage increases. The second factor has been the inability of organized labor to obtain wage increases which has brought about the inclusion of free insurance protection in its demands on employers in negotiating agreements. The third factor has been wartime prosperity and high taxes. If an employer is in the excess-profits brackets, the net cost of group insurance is much below the insurance premiums, for he can deduct this expense from taxable income and consequently to a large extent pay for insurance from income which he would otherwise expend in taxes.

To ascertain company wartime policies on group insurance, THE CONFERENCE BOARD has examined many plans which were established since June, 1943. In all, 189 group insurance plans were analyzed and form the basis of the study soon to be mailed to Associates. Prewar plans were excluded from these analyses because the regulations of a number of insurance carriers have been so changed that certain features of the earlier plans cannot be written under wartime programs, and it would be misleading to include in the survey plans which many insurance companies will not sell at the present time.

An outstanding characteristic of group insurance plans adopted during the war years is the number of benefits included in the company program. Approximately three fourths of the plans analyzed provide nonoccupational accident and sickness benefits, also hospital and surgical benefits for employees. Approximately two fifths include accidental death and dismemberment benefits, and 90% provide life insurance. A fourth grant hospital benefits for employees' dependents, and one tenth surgical benefits for these dependents.

Another characteristic of recently established plans is the completeness of their coverage. All employees who fulfil a short probationary period, usually three months, are eligible to join the plan. Ordinarily, no distinction is made between salaried and wage-earning groups either in regard to eligibility requirements or the determination of benefits.

NONCONTRIBUTORY PLANS

One of the most significant changes in group insurance is the trend toward noncontributory plans. Prewar programs ordinarily were financed by contributions from both employer and employee. In contrast, nearly one half (48%) of the plans studied do not require employee contributions. Because of high living costs, withholding taxes and deductions for war bonds, many employers hesitate to ask employees for one more payroll deduction. Because of the tax advantages possible under the present federal income tax regulations, such employers are inclined to assume the entire cost of insurance instead of making the effort to enrol the necessary 75% of the eligible employees. Some industrial relations authorities, however, question the wisdom of a noncontributory plan, as they believe it to be paternalistic and not appreciated by employees. From the standpoint of postwar financing, the noncontributory plan raises several serious issues. Can the employer support such a plan after the war is over? If not, can he obtain the consent of employees to share in the cost, especially if the personnel is on reduced working hours?

EMPLOYEE CONTRIBUTIONS

If the plan provides for joint contributions, a decision must be reached as to the proportion of the cost to be borne by employees. The policies of the companies studied vary widely. Even within a particular establishment, the proportion of the cost paid by the employee for one benefit may be far greater than for another. In cases where the employee's share of the cost is the same for all benefits, the most common policy is to divide the cost evenly between employer and employee.

Employees' contributions to a group insurance plan will be affected by the proportion of premiums shared by them; by the number and amount of benefits provided; and, if contributions are based on

[1]This discussion covers only the more important aspects of recently adopted group insurance. Full details are included in THE CONFERENCE BOARD'S *Studies in Personnel Policy*, No. 70, "Company Group Insurance Plans," now in press.

income, rank of employee or sex, by the class to which the employee is assigned. In spite of these many variants, there nonetheless exists a striking correlation between the employee's compensation and his contribution under plans which base contributions on the employee's compensation. In the median groups at the wage levels between $25 and $40 a week, the employee contribution is approximately 1.5% of compensation.

Another wartime condition which may affect employees' contributions and benefits is the overtime worked in war plants. Shall the overtime payments be included in wages to determine the salary classification to which an employee belongs? Present insurance regulations usually provide that benefits shall be computed on base pay. All plans analyzed that define compensation exclude overtime and most exclude bonuses. Consequently, in war plants especially, the worker's benefits are based upon compensation considerably below actual pay.

LIFE INSURANCE

Life insurance was the first of the group insurance benefits to be underwritten and is still the most popular. It is payable for death from any cause. A uniform amount of life insurance is provided under the majority of plans analyzed. Nearly three fourths of these uniform plans grant a death benefit of $1,000. Under the plans which graduate the amount of life insurance according to compensation, the average plan provides insurance equal to approximately one year's pay.

ACCIDENTAL DEATH

A benefit closely related to group life insurance is accidental death and dismemberment insurance. It is ordinarily written in conjunction with either life or accident and sickness benefits, and the schedule of benefits is usually the same as for life insurance. The benefit may be given for any accident or for only nonoccupational accidents. Of the plans examined, about 80% include occupational as well as nonoccupational accidents. The full benefit is given for accidental loss of life or the loss of two members, such as two hands. One half the benefit is paid for the accidental loss of one member, such as one foot.

SICKNESS BENEFITS

Another benefit under group insurance which early was widely adopted is nonoccupational accident and sickness insurance. It is in this field that the most revisions have been made in insurance underwriting because of adverse wartime experience. In most establishments, the young and able-bodied males with favorable health experience have been inducted into the Armed Services, and their places have been taken by women and older men. The rate of disability is twice as high for women as for men, and is markedly higher for men over fifty than for those under fifty. The problem of malingering is more serious for married women than for single women. Also, companies have been forced to lower their physical standards to obtain the necessary personnel, and to hire persons whose health is below normal. All these factors, together with long working hours, unfavorable working environment and accumulated fatigue, have contributed to a sharp rise in the frequency and duration of disability.

This unfavorable experience has been reflected in increased claims under group health insurance. As a consequence, a number of insurance companies have revised underwriting rules which had proved satisfactory for the past twenty years. Among the important changes made by some insurance companies are (1) decreasing the maximum disability benefit which may be underwritten from two thirds to one half of base pay; (2) reducing the maximum period for which disability benefits may be paid to thirteen weeks; and (3) requiring a seven-day waiting period before benefits begin for disabilities arising out of illness.

The disability benefit provisions of the plans studied reflect these limitations. For plans with benefits based on compensation, the average plan provides insurance equivalent to half pay for employees earning between $30 and $50 a week, with the percentage of compensation granted as a benefit decreasing to 40% for employees earning $75 a week.

Approximately two fifths of the accident and sickness benefit provisions grant a uniform benefit for all participants. The majority of these flat-sum plans provide a benefit of either $10, the sum most frequently appearing, or $10.50 a week.

Waiting Period

As a rule a distinction is made between the types of disability in setting the length of the waiting period before the benefits start. Approximately four fifths of the plans require a waiting period of seven days for illness, and 71% pay from the start of disability if caused by a nonoccupational accident. Approximately one fifth of the plans provide for a waiting period of three days in the case of sickness. The widespread prevalence of the seven-day waiting period in the case of illness is probably the result of insurance company regulations.

Duration of Benefit Payments

All insurance companies limit the number of weekly benefits paid for a continuing disability, but for incapacities of unrelated causes, benefits are paid as frequently as they occur, except for employees over sixty whose maximum is on a yearly basis. In accordance with recent changes in underwriting rules of many insurance companies, 93% of the plans limit the maximum duration to thirteen weeks, 5% to ten weeks, and only three plans to twenty-six weeks. For disabilities arising out of pregnancy, the maximum benefit permitted by the insurance companies is six weeks.

HOSPITAL BENEFITS

An important development in the field of group insurance has been the tremendous growth of group hospital and surgical benefit plans. Under hospital benefits, the employee is entitled to a daily benefit of a specified amount for each day spent in the hospital. Under the plans analyzed, the amount ranges from $3 to $6 a day, with daily payments of $4 or $5 appearing most frequently. For a continuing disability, the maximum is thirty-one daily payments for most plans, except in the case of maternity where the maximum is limited to fourteen days under the majority of plans. A feature of the group hospital benefit plans is an additional allowance to cover the incidental charges made by the hospital. This amount is equivalent to five times the daily benefit, the most common practice, or ten times the daily payment.

SURGICAL BENEFITS

Under surgical benefit plans, payments for specified operations are scheduled, with the surgical fee varying from $10 for the amputation of a finger or a toe to $150 for a skull operation. The employee is reimbursed for the actual cost of the operation up to the maximum listed in the schedule. A plan providing for three fourths, two thirds, or one half the full schedule may be purchased, but more than 95% of the plans studied provide for the full $150 maximum schedule.

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Trends in Collective Bargaining

Trade Treaties and Unions

Opinion differs among labor leaders both here and in Canada on the question of the tariff. Although some leaders favor the principle of free trade and low tariffs, they do not seem to be as outspoken in their support of free trade as leaders who favor high tariff walls.

Matthew Woll, Vice President of the American Federation of Labor, who periodically acts as a spokesman of the protariff labor group, in a recent statement before the House Ways and Means Committee assailed the extension of the trade treaty program as contrary to the Constitution of the United States, declaring that it was a menace to American employment and labor standards in the postwar period. He criticized the Administration's attempt to cut tariff rates as much as 50%.

As president of the American Wage Earners Protective Conference, which consists of a group of AFL unions, Mr. Woll told the committee that the tariff is the simplest method of protecting job opportunities of American workers and that a high level of employment is indispensable "if we are to meet our tax burden and our public debt." Mr. Woll stated further that "we find nothing in the American standard of living to apologize for to the rest of the world."

There are labor leaders in the AFL who disagree with Mr. Woll's position on this question. CIO leaders seem to favor the Administration's tariff program.

New Grievance Procedure

One company's grievance procedure has been changed to allow employees to present a grievance individually or collectively through posting it on a large green bulletin board. The employee or employees fill out a grievance form provided by the company on which there is space for the signature of the employee, although the grievance may be submitted anonymously. A desk near the bulletin board contains the forms.

Forms are taken daily from the bulletin board to the department supervisor who, with the foreman, investigates the grievance. The reply is written on the form and signed by the foreman and the employee's immediate supervisor. If the person submitting the grievance signs his name, the supervisor or foreman discusses the grievance with the complainant. Answers to unsigned grievances are posted for three days.

Technological Displacement

An employee about to be displaced because of technological changes, changes in method of production, style or denier will be transferred, if possible to another position if he is qualified, under the terms of a recently negotiated collective-bargaining contract between the Tubize Rayon Corporation and the Textile Workers Union of America (CIO). Transfers across departmental lines are made in order to retain affected employees, who may displace employees with less seniority.

An employee for whom no transfer is available or who refuses to be transferred to a lower-paid job is entitled to a furlough for one year, during which time his name is kept on a preferential hiring list.

Plant-wide Seniority and Veterans

Under the terms of a collective-bargaining contract between a company and the UAW (CIO), employees with four years' seniority or more can, after being laid off for fourteen calendar days, exercise plant-wide seniority by making written application to the foreman and the union steward of the department in which he last worked. This notice must be filed on or before the fourteenth day of layoff, or the claim will not be recognized. Notice may be delivered in person or mailed, but it must be mailed no later than the twelfth day of the layoff period. The laid-off employee must first have exercised his seniority rights in his own department and in a group of similar and related jobs, as described in the contract.

An employee transferred to another job must give satisfactory performance within six working days. The employee receives the prevailing rate of pay for the job.

Employees shall be notified to report to work by personal call or letter. If the employee does not report to work at the time required, the next employee on the seniority list will be called, who will, however, be replaced by the first-called employee if he should report within two working days. Otherwise the person first called shall have to wait for the next employment call and will not be paid for reporting. If he does not report within three working days after the second call, he shall be considered as having voluntarily quit. The second call shall be made by registered mail with a return receipt requested.

If the employee cannot be reached at his last-known address, the chairman of the bargaining committee and the union will be allowed forty-eight hours to contact the employee before he is considered to have voluntarily quit. In event of absence from the city, accident or sickness, the employee must establish a good reason for failure to report.

The same contract provides that an honorably discharged veteran of the Armed Forces who carries seniority in the plant but who as a result of injuries received while in active service cannot perform the normal function of his former job or one of a similar nature, shall be given plant-wide seniority on any job he may be able to perform satisfactorily. Any veteran so placed will not be subject to removal from his job on the basis of seniority during a period of declining production, as long as his handicap makes it impossible for him to perform his former work.

World Trade Union

The World Federation of Trade Unions stipulates in its draft constitution that organizations within the federation with a membership up to 5 million will have one vote for every 50,000 members, those up to 10 million one vote for each additional 100,000 members, those up to 15 million one vote for each additional 200,000 members, and organizations with more than 15 million members an additional vote for each 400,000 members. Dues will be paid on a similar sliding scale.

Under the proposed constitution, trade unions of each country will have complete autonomy. A general congress will be called every two years, and a general council, with representatives of all affiliated organizations, will meet annually. Headquarters of the new group is to be in Paris, France.

Although the Canadian Trades and Labor Congress (the AFL arm in the Dominion) is represented on the WFTU, the

executive council of the American Federation of Labor has declared that it will have nothing to do with the new world organization because it is a "subterfuge designed to subordinate and subjugate American labor, as well as labor in other lands, to dictatorial control." Nevertheless, there are those within the AFL who believe that the International Federation of Trade Unions with which the AFL is affiliated is rapidly being overshadowed by the new group. The Confederation of Latin American workers headed by Vincente Lombardo Toledano, who favors the CIO rather than the AFL, and the Soviet unions constitute the largest voting block in the new federation. Many observers thus believe that fear of being in a minority position will definitely keep the AFL out of the new federation.

Work Guarantees

Under the terms of a collective-bargaining agreement negotiated between E. Pritchard, Inc., a New Jersey Corporation, and Local 56 of the Meat and Cannery Workers Union (AFL), permanent jobs are not to be given temporary employees as long as permanent employees are available and qualified for the work.

Permanent employees are to have at least 44 hours per week "as far as it is practicable" before the company hires temporary employees. This ruling does not, however, apply when the employer is packing perishable products or is required to obtain temporary employees to maintain proper and efficient production. Permanent employees are not to receive lower wages than those paid ordinary temporary employees.

Pay for Travel Time

Construction workers are to be paid for special travel time under a clause in the working rules of the Bridge Structural and Ornamental Iron Works Union (AFL) which has been approved by the Wage Adjustment Board of the United States Department of Labor.

This confirmation of a provision long in effect was obtained after certain contractors had held that payment for travel time was contrary to the meaning of the wage stabilization program.

The clause in dispute states:

"When the location of the job is over twenty-five (25) miles from the City Hall, transportation and traveling time at straight-time rate of wages shall be paid; this applies only as one (1) round trip, and in the event the employee leaves the job of his own accord within thirty (30) days such expense shall revert back to the employer. Carfare, traveling time and transportation shall be paid only to such employees who must travel to reach the job."

New Textile Contract Provisions

Johnson and Johnson, New Brunswick, New Jersey, is to investigate the possibilities of a system of guaranteed employment, under the terms of a contract with the Textile Workers Union of America (CIO). A program of guaranteed employment incorported into an agreement would be something new in collective bargaining in the textile industry.

Study will be devoted to development of accurate sales forecasting methods, a practical production schedule, employment regularization, employee seniority and flexible job assignments. The company will also institute a comprehensive survey of all jobs in the plant to determine any qualities and inequities in jobs and wage rates.

The new agreement gives all employees who have between six months' and three years' service one week's vacation with pay, and those with three years' or more service two weeks with pay.

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Paid Sick Leave in Manufacturing Agreements

MANY unions are demanding paid sick-leave provisions for their members, but few such plans have been incorporated in union agreements, according to a recent survey of the United States Bureau of Labor Statistics.[1] Of 5,000 agreements examined, 350, or 7%, contain paid sick-leave provisions, but only a fourth of the 350 are in manufacturing. These provisions, however, are fairly prevalent in agreements in the public utility industries and in agreements covering office and professional, wholesale and retail trade, state, county and municipal workers.

PAYMENT PLANS

The plans are divided into two types, one granting full or "regular" wages to ill employees and the other providing only a portion of pay as a sickness benefit. Over two thirds of the agreements in manufacturing follow the first policy and pay regular compensation during disability. The term "regular" wages is not always defined in the agreement, although some specify some such provision as wages averaged over three months preceding disability or base rate plus night-shift premium where applicable.

The most common paid sick-leave allowance under the full-pay type is five working days, or one working week a year, upon completion of one year's service. Occasionally the allowance applies to an illness, without a yearly maximum specified.

A large portion of the plans which provide a paid sick leave of less than full wage give an allowance of two weeks at half pay after a year's service. A few plans which graduate the amount of sick pay on the basis of years of service provide for a maximum of as much as fifty-two years at half pay for twenty-six year employees.

OTHER PROVISIONS

A few plans grant benefits for occupational injuries, by giving supplemental pay equivalent to the difference between the company benefits and workmen's compensation.

Accumulation of unused sick leave from year to year is permitted under a few plans, but is usually limited to a maximum of about twelve weeks. In one agreement under which leave may not accrue beyond one year, unused leave is paid for in cash at the end of the second year.

Less than half the agreements in manufacturing require a waiting period before benefits start. The period appearing most frequently is three days, occasionally one day or one week, and is generally waived if illness extends beyond that period.

The sick-leave provisions of agreements in the petroleum industry are more generous as a rule than in other manufacturing industries.[1]

OFFICE AND PROFESSIONAL WORKERS

Almost half the agreements covering office and professional workers contain detailed provisions for full-pay sick leave, while in many others it is specified that

[1] "Sick Leave Provisions in Union Agreements," *Monthly Labor Review*, May, 1945, p. 1023.

[1] The provisions in petroleum-refining agreements are discussed in the *Management Record* for June, p. 157.

the sick leave given shall be in line with past practice. Most of the described plans provide two weeks' leave a year, regardless of service. In a number of cases, sick leave may be accumulated to a maximum of one or two months. In some agreements the paid leave is graduated from a minimum of one week to a maximum of four weeks.

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Wage and Salary Stabilization

National Telephone Panel

An order designating the National Telephone Panel an industry commission was adopted by the National War Labor Board on June 15. About two months ago the panel was given authority to make final decisions on certain voluntary applications where its decisions were unanimous. Under the new order the telephone commission will have full authority to make final decisions in all dispute and voluntary cases arising in the telephone industry. The rulings of the commission on wage and salary adjustments and its directive orders in dispute cases will be on the same basis as rulings and orders of regional boards.

Sex Differential Approved

Where men and women pieceworkers are employed on similar operations the employer is not required to guarantee the women the same base pay as the men if the women's output is generally lower than that of the men, according to the decision of the San Francisco regional war labor board in the case of Simmons Company and the United Furniture Workers of America, Local 262 (CIO).

In this company the women are paid the same piecework rates as men on jobs that both perform, but their guaranteed hourly base rates are 15 cents an hour lower than the men's basic rates. Although the union objected to this differential the panel supported the company's contention that the women's productivity was lower than that of the men. Labor members of the board dissented, contending that differences in productivity of men and women are unimportant in this case.

Equal-pay Act

Cases such as the one described above are occurring frequently and taken together they form a background against which one might view the possibility of a federal "Women's Equal Pay Act of 1945," as proposed in mid-June by Senator Wayne L. Morse and Senator Claude Pepper. The proposed bill would make it an unfair wage practice to pay lower wages to women than the particular employer is paying to men for work of comparable quality and quantity. The bill has also as its objective the banning of layoffs and discharges of women made purely for the purpose of replacing them with men. It provides for industry committees, record keeping and criminal penalties. The duties of industry committees would include those of making "findings and recommendations . . . [including] evaluations of job content, job classifications, standards for training and employment, and appropriate wage-rate ratios between job classifications or defined units of work."

Incentive Performance

An up-to-the-minute review of achievements of wage incentive plans approved by various regional boards in 1944 is provided in "A Handbook on Wage Incentive Plans," published recently by the Management Consultant Division of the War Production Board. Increases in production reported by the various regional boards range from 35% reported by the Boston board to 56% reported by the New York board, and average about 40%. In cases where wage incentive plans were applied to individual workers and standards were set by time study, the increases in productivity averaged about 60%. These achievements would seem to indicate that one way to maintain take-home pay under a reduced work week is the further adoption of wage incentive plans by companies that heretofore have not used them.

Supreme Court Decision

Incentive workers in many plants may receive higher income as a result of a decision of the United States Supreme Court on June 4 to the effect that workers who receive incentive bonuses in addition to basic hourly rates agreed upon in connection with a union contract are entitled to overtime pay on the basis of total income, including the incentive pay.

For example, if the basic contract rate for a lathe operator on a 10-hour day in a war plant is 80 cents an hour and he earns an average of 20 cents an hour incentive bonus during the day, then the calculation of his earnings for the day under the Supreme Court ruling would be as follows: 8 hours at $1.00=$8.00; 2 hours at $1.50=$3.00; total earnings for the day=$11.00. According to this ruling which reverses the doctrine involved in the Belo decision, the use of incentive bonus plans causes basic rates to lose their significance in so far as overtime premium calculation is concerned.

WLB Defines Terms

The recent decision of the national board affirming the New York board's directive issued to the Babcock & Wilcox Company to pay for six unworked holidays establishes interpretative guideposts in relation to such terms as "substantial industry or area practice," "usual practice," "majority," etc. The regional board had information showing that a majority of the plants in the area did not pay for holidays not worked, while about 40% of the employees in the industry and area did receive holiday allowances. The regional board declared that "a usage need not be universal to be defined as a practice." It was noted that while holiday payments were not the practice in nonunion plants in the industry, a majority of companies dealing with unions had holiday-allowance provisions in their contracts.

Significant excerpts from the ruling of the national board in connection with its review of the Babcock & Wilcox case follow:

> "The board has, from time to time, made references to the pertinence of industry or area practice in considering certain issues, but never with any precise accompanying definition. The terms 'prevailing' practice, 'sound prevailing' practice, 'substantial' practice, 'common' practice, or just 'practice,' have been used more or less interchangeably. The War Labor Disputes Act adds another concept by authorizing the Board to direct terms and conditions 'customarily included in collective bargaining agreements.' . . .
>
> "A rigid test of 51% or any other exact percentage would give rise to many technical controversies over the completeness of the survey utilized and the exact scope of the industry or area in question. We think that the task of deciding labor disputes with reasonable speed would be unduly aggravated by such an approach and that the board

and its agencies should have some elbow room for the exercise of sound judgment in dealing with the total circumstances of the particular case upon the evidence which is submitted by the parties or is reasonably available."

Summer Holiday

The New York regional board announced on June 15 that the national board had approved its resolution concerning Saturday half holidays for banks in New York State.

The text of the board's resolution reads as follows:

"Any banking organization as defined in the New York State banking law, national bank or agency of a foreign banking corporation, doing business in New York State, may without additional board approval, pay its employees, over adjustments in whose wages or salaries the board has jurisdiction, their regular wages or salaries without deduction for the time not worked by such employees because of the closing of the bank on Saturdays during the period from June 30 to Labor Day, 1945."

Employers throughout the country will be interested in analyzing closely the wording of the June 27th resolution of the national board on summer closing. Although it seems at first to be aimed largely at the usual summer holiday closing of retail and commercial establishments, close examination of the wording seems to indicate much greater scope. Following is the text:

"Any employer may, without additional Board approval, pay to all employees in his offices or retail establishments, and to all his white collar employees wherever employed . . . their regular wages or salaries without deduction for the time not worked by such employees because of the reduction of a five and one-half or six-day work week to a five day or longer work week, during the period from June 1 to September 15."

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Employment in May

EMPLOYMENT in May totaled 64 million or 300,000 more than in May, 1944. However, over the twelve-month period there was a net increase in the Armed Forces of a million persons. Hence the number of civilians at work in May was approximately 700,000 less than a year ago.

Farm employment at 10.5 million was seasonally higher than April, but 171,000, or 2%, less than the previous May. Decreases occurred in the number of both family and hired workers compared with a year ago; hired workers were off 5% and family workers 1%. Obtaining adequate labor remains the farmer's greatest problem.

MANUFACTURING CUTBACKS

A decline both over the month and over the year was registered in civilian nonagricultural employment—a loss of 38,000 workers for the month and fully one-half million for the year. Manufacturing and mining contributed most to the over-all employment decline. Manufacturing, which employed 14.1 million persons, accounted for the largest part of the over-all decline. This represented a loss of 255,000 factory workers for the month and 1.3 million for the year. While both the munitions and nonmunitions industries were involved, the munitions group contributed the major share to the decline. As in the past months, the transportation-equipment group registered the largest drop, shipbuilding decreases alone accounting for two thirds of the over-all decline. Completion and cancellation of war contracts accounted for the result.

The decline in mining was significant. Employment in this industry was 100,000 less than a year ago and 25,000 less than in April. Pending contract negotiations, there was an almost complete shutdown of the anthracite mines from May 1 to May 19.

However, the decrease in anthracite mining was somewhat offset by reopening of the bituminous coal mines, upon approval of union contracts.

Gains for the month were reported by the construction, transportation and service industries. Public utilities and trade showed minor losses. All these industries, except utilities, were above the level of May, 1944.

UNEMPLOYMENT COMPENSATION

Unemployment-insurance operations in the nation, increased in January, 1945, from the December level and nearly all operations were above the level of January, 1944. This rise was accentuated by mass layoffs in war plants which have experienced production adjustments or cutbacks. In January, 1945, however, seventy-two areas were classified by the WMC as critically short of labor. Sharp increases in unemployment compensation claims and in the number of beneficiaries were apparent in many of these areas—areas with plenty of job openings!

Beneficiaries in the shortage areas constituted 21% of all beneficiaries in the United States in January, 1944; a year later, they represented 29% of the total. While the number of beneficiaries in the country as a whole increased 14% over the year, they increased 60% in acute labor shortage areas. In more than half of the regions in which there were critical areas and for which data are available, the relative number of persons drawing unemployment benefits in critical labor shortage areas was higher in January, 1945, than a year previous. There were declines in total number of beneficiaries in Regions I and VI, while critical areas registered increases of 49% and 14%, respectively.

Employment and Unemployment[1]

In Thousands

Distribution of Labor Force and Employment	1945			r1944	1943
	May[1]	April[1]	March	May	May
Unemployment	....	....	....	....	....
Excess of employment over economic labor force	7,733	6,692	6,010	7,773	r 6,841
Total employment	63,960	62,892	62,180	63,654	62,351
Agriculture	10,506	9,500	8,698	10,677	11,076
Forestry and fishing	168	161	159	177	194
Total industry	20,330	20,478	20,708	21,217	21,942
Extraction of minerals	550	575	605	649	704
Manufacturing	14,148	14,403	14,670	15,430	16,035
Construction	1,482	1,369	1,312	1,335	1,810
Transportation	3,214	3,194	3,182	2,859	2,380
Public utilities	935	938	939	945	1,013
Trade, distribution and finance	7,444	7,448	7,537	7,409	7,423
Service industries (including Armed Forces)	24,060	23,853	23,626	22,735	20,324
Miscellaneous industries and services	1,452	1,451	1,453	1,439	1,392

[1]Subject to revision. rRevised.

Average Weekly Number of Beneficiaries in All Areas and Number and Per Cent of Beneficiaries in Acute-Shortage Areas

Source: Bureau of Employment Security, Social Security Board

Region and Labor Market Area	Jan. 1945	Percentage Change	
		Jan. 1945-Dec. 1944	Jan. 1945-Jan. 1944
United States, total	110,340	+28.6	+13.5
Acute-shortage areas, total number	31,690	+21.2	+59.0
Percent of all beneficiaries	28.7	.....	.....
Region I, total	9,860	+21.5	-14.2
Acute-shortage areas, total number	452	+14.7	+48.7
Percent of all beneficiaries	4.6	.....	.....
Region II–III, total	24,407	+21.9	+12.2
Acute-shortage areas, total number	4,053	+16.2	-13.7
Percent of all beneficiaries	16.6	.....	.....
Region IV, total	4,183	+50.4	-23.8
Acute-shortage areas, total number	1,507	+39.3	-16.2
Percent of all beneficiaries	36.0	.....	.....
Region V, total	18,271	+16.3	+102.5
Acute-shortage areas, total number	8,905	+9.3	+450.4
Percent of all beneficiaries	48.7	.....	.....
Region VI, total	13,692	+38.9	-18.5
Acute-shortage areas, total number	6,884	+53.1	+14.2
Percent of all beneficiaries	50.3	.....	.....
Region VII, total	9,999	+28.6	+15.0
Acute-shortage areas, total number	418	-11.8	+8.3
Percent of all beneficiaries	4.2	.....	.....
Region VIII, total	1,777	+68.1	-29.8
Acute-shortage areas, total number	178	+61.8	-79.4
Percent of all beneficiaries	10.0	.....	.....
Region IX, total[1]	3,829	+20.9	-40.2
Region X, total[2]	3,475	+20.9	-4.3
Region XI, total	679	+41.5	-13.7
Acute-shortage areas, total number	47	+62.1	-11.3
Percent of all beneficiaries	6.9	.....	.....
Region XII, total	20,093	+44.1	+90.2
Acute-shortage areas, total number	9,246	+16.7	+120.9
Percent of all beneficiaries	46.0	.....	.....

[1]No shortage areas in Region IX.

[2]No data on beneficiaries available for Borger, Texas the only shortage area in Region X.

In Region V, the increase in shortage areas was 450%, compared with an increase of 103% for the region as a whole. Detroit, with a reported increase of 910% over the year (816 to 8,240 beneficiaries), was the major contributor to this result. In Region XII, the number of beneficiaries increased 90%, but in the eight shortage areas combined, they more than doubled (4,185 to 9,246). The acute shortage areas of Los Angeles and San Francisco Bay reported increases of 139% (2,900 to 6,943) and 136% (347-818), respectively.

With the exception of Region VII, all other regions showed for the month an increased number of persons drawing benefits in acute shortage areas. Appreciable increases occurred in Newark and Paterson, New Jersey, Washington, D. C., Detroit, Michigan, Chicago and Springfield-Decatur, Illinois, and the California areas of Los Angeles and San Francisco Bay.

A partial answer to the question why there have been sharp increases in unemployment compensation claims, and in the number of beneficiaries, in areas with critical manpower shortages may lie in the composition of the wartime labor force. In the early rush to man war industries, many older, slightly handicapped, less-efficient workers found employment. Thus, apart from seasonal and stand-by unemployment, the bulk of the unemployment in shortage areas is among these less experienced and marginal workers. In the main, the unsatisfied labor demand is for skilled workers and men capable of heavy manual work. The marginal group lacks the skills or physical endurance necessary for the jobs open in the essential industries, and cannot fill the labor demand. Another limitation to the placeability of many of the claimants has been the tightening of employer specifications as to age, sex, and working experience.

On the other hand, where jobs were offered, many refused to accept them because of the wage differentials between their last employment and the available offer. Other reasons for job refusals related to conditions of the work offered—difficulties in transportation, the time of the shift, and unwillingness to accept a job outside the claimant's usual occupation.

ROSALYN D. SIEGEL
Division of Business Statistics

Payroll Statistics in Manufacturing

PRODUCTION and related workers received slightly less pay an hour and worked fewer hours a week in May, according to THE CONFERENCE BOARD's monthly survey of twenty-five manufacturing industries. Man hours and payrolls also declined. Lower weekly earnings combined with higher living costs caused another drop in "real" weekly earnings. Reported wage-rate increases granted to production workers were somewhat greater in May, but averaged only 0.15% for all workers.

Average hourly earnings declined only 0.1% from the peak level of March and April. They were still 44.9% above the January, 1941, average and 52.8% higher than on the eve of war in August, 1939.

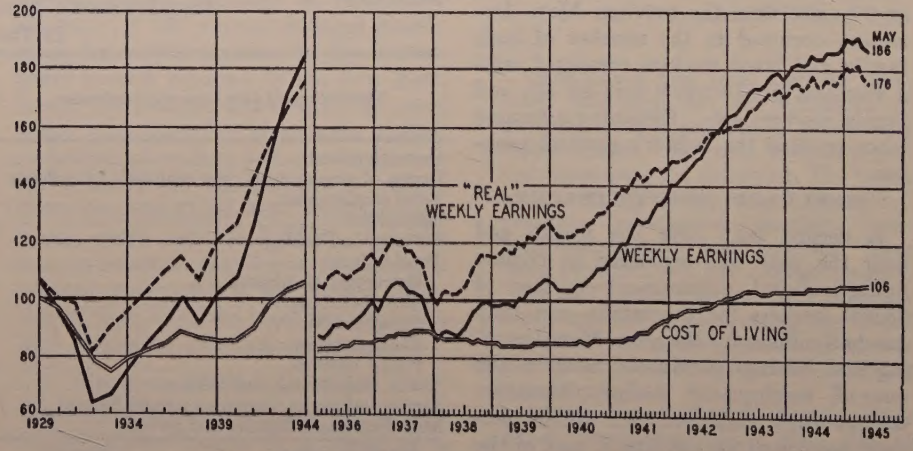
Weekly earnings averaged $49.59. This was 1.1% less than in April, and lower than during any month since November, 1944. They are 62.0% above January, 1941, and 81.7% above August, 1939.

"Real" weekly earnings, the measure of the purchasing power of dollar weekly income, declined 1.5% in May, or more than actual weekly earnings. The May average was lower than during any month

(*Continued on page* 192)

Average Weekly Earnings, 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



SIGNIFICANT LABOR STATISTICS

Source: The Conference Board, Unless Otherwise Indicated

Item	Unit	1945						Year Previous	Percentage Change	
		June	May	April	Mar.	Feb.	Jan.		Latest Month over Previous Month	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator	mode in dollars	....	....	28	....	....	....	....	....	....
Calculating machine or compt'ter operator	mode in dollars	....	....	28	....	....	....	....	....	....
Office boy or girl	mode in dollars	....	....	20	....	....	....	....	....	....
Stenographer	mode in dollars	....	....	30	....	....	....	....	....	....
Telephone switchboard operator	mode in dollars	....	....	30	....	....	....	....	....	....
Senior copy typist	mode in dollars	....	....	28	....	....	....	....	....	....
Cost of living										
Food	1923=100	114.8	112.7	111.6	110.8	111.2	112.1	110.5	+1.9	+3.9
Housing	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	90.8	0	+0.2
Clothing	1923=100	94.7	94.9	94.8	94.5	94.3	94.2	92.5	-0.2	+2.4
Men's	1923=100	103.8	104.1	104.0	103.8	103.6	103.4	101.8	-0.3	+2.0
Women's	1923=100	85.5	85.6	85.5	85.2	84.9	84.9	83.1	-0.1	+2.9
Fuel and light	1923=100	96.3	96.2	96.0	96.1	96.1	95.8	95.7	+0.1	+0.6
Electricity	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	67.0	0	-0.1
Gas	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.6	0	-0.1
Sundries	1923=100	115.5	115.5	115.3	115.2	115.1	114.9	113.5	0	+1.8
All items	1923=100	106.9	106.2	105.8	105.4	105.5	105.7	104.5	+0.7	+2.3
Purchasing value of dollar	1923 dollars	.935	.942	.945	.949	.948	.946	.957	-0.7	-2.3
All items (*BLS*)	1935-39=100		*n.a.*	127.1	126.8	r 126.9	127.1	124.6	+0.2	+2.0
Employment and unemployment										
Employment over economic labor force	thousands	....	7,733	r 6,692	r 6,010	5,418	5,259	7,773	+15.6	-0.5
Total employment	thousands	....	63,960	r 62,892	r 62,180	61,561	61,380	63,654	+1.7	+0.5
Agriculture, forestry, fishing	thousands	....	10,674	r 9,661	8,857	8,389	8,182	10,854	+10.5	-1.7
Total industry	thousands	....	20,330	r 20,428	r 20,708	20,791	20,786	21,217	-0.7	-4.2
Manufacturing	thousands	....	14,148	r 14,403	14,670	14,828	14,876	15,430	-1.8	-8.3
Trade, service, miscellaneous	thousands	....	32,956	r 32,752	r 32,615	32,381	32,412	31,583	+0.6	+4.3
Strikes (*BLS*)										
Beginning in period	number	....	p 425	p 450	400	310	240	589	-5.6	-27.8
Workers involved	thousands	....	p 310	p 285	210	109	44	319	+8.8	-2.8
Total man days idle	thousands	....	p 2,025	p 1,330	860	412	228	1,443	+52.3	+40.3
Turnover rates in manufactur'g (*BLS*)										
Separations	per 100 employees	....	*n.a.*	6.6	6.8	6.0	6.2	6.8	-2.9	-2.9
Quits	per 100 employees	....	*n.a.*	4.8	5.0	4.3	4.6	4.9	-4.0	-2.0
Miscellaneous	per 100 employees	....	*n.a.*	.4	.4	.3	.3	.7	0	-42.9
Discharges	per 100 employees	....	*n.a.*	.6	.7	.7	.7	.6	-14.3	0
Layoffs	per 100 employees	....	*n.a.*	.8	.7	.7	.6	.6	+14.3	+33.3
Accessions	per 100 employees	....	*n.a.*	4.6	r 4.9	r 5.0	7.0	5.5	-6.1	-16.4
Wage earners										
All manufacturing industries (*BLS*)										
Earnings, hourly	average in dollars	....	....	1.045	r 1.044	1.043	1.046	1.013	0	+3.0
weekly	average in dollars	....	....	47.16	r 47.43	r 47.37	47.50	45.55	-0.6	+3.8
Hours per production worker	average per week	....	....	45.2	r 45.4	45.5	45.4	45.0	-0.6	+0.7
Twenty-five manufacturing industries										
Earnings, hourly	average in dollars	....	1.100	1.101	1.101	1.095	1.095	1.062	-0.1	+3.6
weekly	average in dollars	....	49.59	r 50.13	50.99	50.58	50.80	48.46	-1.1	+2.3
Hours per production worker	average per week	....	44.9	45.4	46.1	46.0	46.2	45.5	-1.1	-1.3
Employment	1923=100	....	131.0	134.0	136.2	137.4	137.5	145.0	-2.2	-9.7
Total man hours	1923=100	....	119.6	123.7	127.6	128.5	129.1	134.1	-3.3	-10.8
Payrolls	1923=100	....	244.2	r 252.5	261.0	261.2	262.5	264.0	-3.3	-7.5
Wage-rate increases	average per cent	....	7.7	7.0	3.8	5.9	5.3	6.0	....	....
Production workers affected	per cent	....	1.9	0.3	0.4	0.6	0.2	0.4	....	....
Manufacture and distribution of gas										
Earnings, hourly	average in dollars	....	....	....	....	....	1.042	.985	....	+5.8
weekly	average in dollars	....	....	....	....	....	49.92	44.48	....	+12.2
Hours per wage earner	average per week	....	....	....	....	....	47.5	44.6	....	+6.5
Generation and distribution of electricity										
Earnings, hourly	average in dollars	....	....	....	....	....	1.146	1.104	....	+3.8
weekly	average in dollars	....	....	....	....	....	52.05	48.95	....	+6.3
Hours per wage earner	average per week	....	....	....	....	....	45.1	44.0	....	+2.5
Class I railroads[1]										
Earnings, hourly	average in dollars	....	....	....	.982	.999	.990	.976	-1.7	+0.6
weekly	average in dollars	....	....	....	52.47	53.01	53.10	52.03	-1.0	+0.8
"Real" weekly earnings	1923=100	....	....	....	167.8	169.4	169.3	169.3	-0.9	-0.9
Hours per wage earner	average per week	....	....	....	53.4	53.1	53.7	53.3	+0.6	+0.2
Agricultural wage rates per month[2] (*BAE*)	average in dollars	....	....	e 82.98	....	....	80.30	....	....	+14.7
With board	average in dollars	....	....	78.60	....	....	74.60	....	....	+14.0
Without board	average in dollars	....	....	92.70	....	....	88.90	....	....	+14.2
New York City metro. area, eighteen manufacturing industries										
Earnings, hourly	average in dollars	....	1.126	1.122	1.121	1.116	1.109	1.074	+0.4	+4.8
weekly	average in dollars	....	51.35	51.84	51.79	51.00	50.90	49.73	-0.9	+3.3
Hours per production worker	average per week	....	45.6	46.2	46.2	45.7	45.9	46.3	-1.3	-1.5

[1]Derived from Interstate Commerce Commission reports.
[2]As of first day of month.

e Estimated
p Preliminary
r Revised.

Chronology of Labor Relations

June

3 *Favor Guaranteed Income for Employees*

A poll by the United States Department of Labor of 90,000 businessmen indicates that "the majority favor some sort of guaranteed income for their employees."

7 *Railroad Union Opposes Peacetime Draft*

Appearing before a Congressional Committee, a representative of the Brotherhood of Railroad Trainmen opposes compulsory military training in the United States after World War II.

8 *Court Upholds Montgomery Ward Seizure*

The United States Circuit Court of Appeals, by a 2-to-1 decision holds that President Roosevelt had acted constitutionally in ordering the seizure by the Army of the Montgomery Ward & Company properties.

11 *Supreme Court Voids Florida Labor Law*

A Florida law requiring the licensing of union business agents and providing that unions file the name of the organization and the names and addresses of its officers is declared unconstitutional by United States Supreme Court.

13 *Unions Oppose Peacetime Draft*

AFL and CIO leaders express opposition to peacetime draft proposals before the Congressional Postwar Military Policy Committee.

Opposes Same Pay for Shorter Week

Maintenance of the present take-home pay for a shorter work week in peacetime production might bring about runaway inflation, according to Dr. George W. Taylor, National War Labor Board Chairman.

NLRB Loses Funds

The National Labor Relations Board has been forced to cut its activities as a result of budget curtailments. A report by the NLRB indicates that strike elections have risen in recent months under the Smith-Connolly law, increasing expenditure demands upon the board despite budget curtailment.

15 *Psychiatric Discharges on Increase*

The National Committee for Mental Hygiene reports that 500,000 World War II inductees had received medical discharges from the Armed Forces for psychiatric reasons by the end of 1944.

18 *Union Cleared on Antitrust Charge*

By a 5-to-4 vote the United States Supreme Court holds that "it is not a violation of the Sherman Act for laborers in combination to refuse to work." Case involves a charge by the Hunt's Motor Freight and Food Products Corporation that Local 107 of AFL Teamsters Union conspired to destroy the firm's business.

Union-Employee Pact Voided

Supreme Court rules that the International Brotherhood of Electrical Workers (AFL) has conspired with group of New York City electrical contractors and manufacturers to violate the Sherman Antitrust law by preventing installation of equipment manufactured outside New York City.

Voids Bridges Deportation Order

By a 5-to-3 decision the United States Supreme Court ruled that a deportation order against Harry Bridges, Pacific Coast labor leader, on the grounds that he had been a Communist Party member was invalid.

19 *Army Strength Year Hence Estimated*

By June, 1946, there will be 4,000,000 soldiers overseas compared with 5,500,000 now, and 3,000,000 in this country compared with 2,800,000 now, according to a report given by Major General Stephen G. Henry, Asisstant Chief of Staff, to the House of Representatives Military Committee.

20 *FEPC Reports*

The first report of the Fair Employment Practice Committee to President Truman states that 13 million Negroes compose the minority group against whom "discrimination is practiced most frequently." Eighty-one per cent of the cases docketed in the fiscal year just ended involved complaints from nonwhites. The report covers the period from July, 1943, to December, 1944.

Attack Bill to Centralize Labor Agencies

A bill to centralize all federal labor agencies introduced by Senators Joseph H. Ball, Harold F. Burton and Carl A. Hatch is attacked by a cross section of American labor leaders.

Consider Fifty-cent Wage Floor

An administration proposal to increase the wage floor to fifty cents is revealed by William H. Davis, director of the Office of Economic Stabilization.

21 *Proposes Independent Union Commission*

An NWLB decision proposes establishment of a Telephone Industry Commission with power to make decisions in employer-employee disputes within the industry and to approve or disapprove wage increases negotiated between employers and employees. Telephone workers involved are members of independent unions.

Reports on Mexican Labor in United States

According to a report by the Mexican Secretariat of Labor, 60,000 Mexican track workers and 48,000 farm hands are working in the United States under an agreement between the two governments.

22 *Government Returns Coal Mines*

The government returns to private ownership 354 anthracite coal mines in Pennsylvania and 2 in Virginia. The mines were seized last month to avert a strike.

25 *Detroit AFL-CIO Formula*

An agreement between the AFL-CIO, which was accepted "conditionally" averts an area-wide walkout over job jurisdiction. Threats of work stoppages continue.

26 *AFL Convention Called Off*

The Office of Defense Transportation has denied an application by the AFL to hold its national convention in Chicago in October.

28 *Women in Unions Increase*

World War II has brought an increase of union women to 3,000,000 from a peacetime membership of 800,000, according to a survey by the Women's Bureau of the Department of Labor.

30 *Calls for 50% Consumption Rise*

Curtailment of munitions production will be rapid from now on and will bring increases in unemployment, according to Fred M. Vinson, Director of the Office of War Mobilization and Reconversion. He states that "the American people are in the pleasant predicament of having to live 50% better than they have ever lived before."

CLERICAL SALARY RATES PAID IN APRIL, 1945

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
Billing Machine Operator					
Atlanta	$28-40	*a*	..	*a*	..
Baltimore	28-34	*a*	..	*a*	..
Boston	20-40	$22	$22	$24	$27
Buffalo	22-39	..	25	29	32
Chicago	18-57	28	25	28	31
Cincinnati	20-37	26	23	26	27
Cleveland	15-51	26	26	30	39
Detroit	23-51	31	28	31	32
Houston	26-40	29	29	29	33
Los Angeles	27-41	30 or 32	30	33.50	37
Louisville	21-36	*a*	..	*a*	..
Milwaukee	20-36	23	23	25.50	27
Minneapolis-St. Paul	21-46	41	24	28	41
Newark	22-40	24 or 29	24	28	30
New York	20-46	32	30	32	37
Philadelphia	19-52	22	23	24	29
Pittsburgh	22-37	31	25	28	31
St. Louis	18-41	25	22	25	27
San Francisco	27-56	38	33	35	38
Seattle	28-35	*a*	..	*a*	..
All Cities	$15-57	$28	$25	$29	$34

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
Bookkeeping Machine Operator					
Atlanta	$24-40	..	..	$26	..
Baltimore	24-37	$28	$28	31	$34
Boston	18-48	29	23	27	29
Buffalo	21-38	32	26	30	32
Chicago	16-46	32	28	31	34
Cincinnati	21-45	24	24	27	30
Cleveland	24-43	31	29	31	33
Detroit	20-52	35	30	35	38
Houston	25-51	33	30	33	35
Los Angeles	22-46	27	24	27	29
Louisville	22-31	27	23	25.50	27
Milwaukee	18-54	25	24	25	29
Minneapolis-St. Paul	18-46	25 or 38	23	27	32
Newark	23-47	28	28	30	33
New York	20-49	28	28	30	34
Philadelphia	21-55	28	27	29	33
Pittsburgh	19-43	25	25	25	29
St. Louis	18-49	27	24	27	30
San Francisco	23-42	29	27	29	31
Seattle	30-42	33	33	34	40
All Cities	$16-55	$28	$27	$29	$33

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
Calculating Machine or Comptometer Operator					
Atlanta	$20-42	$40	$32	$38	$40
Baltimore	25-45	27 or 30	28	30	33
Boston	20-45	24	24	27	32
Buffalo	20-37	37	25	30.50	35
Chicago	15-53	28	27	30	35
Cincinnati	20-37	37	24	27	31
Cleveland	20-54	25	27	30	35
Detroit	22-44	40	32	36	40
Houston	23-40	29	29	31.50	35
Los Angeles	24-42	37	35	37	38
Louisville	23-37	29	27	28	29
Milwaukee	17-41	25	24	25	28
Minneapolis-St. Paul	20-44	25	25	27	35
Newark	20-45	28	26	28	31
New York	22-50	34	30	34	36
Philadelphia	20-40	22	25	30	34
Pittsburgh	20-36	23	23	25	28
St. Louis	17-39	23	23	26	30
San Francisco	25-47	35 or 37	30	35	38
Seattle	28-42	39	31	37	39
All Cities	$15-54	$28	$27	$30	$35

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
Junior Dictating Machine Transcriber					
Atlanta	$24-31	*a*	..	*a*	..
Baltimore	20-22	*a*	..	*a*	..
Boston	16-30	23 or 24	$21	$24	$26
Buffalo	.....	*a*	..	*a*	..
Chicago	20-33	25	25	27	29
Cincinnati	21-27	*a*	..	*a*	..
Cleveland	26-40	27	27	29	36
Detroit	25-29	*a*	..	*a*	..
Houston	27-39	*a*	..	*a*	..
Los Angeles	25-31	*a*	..	*a*	..
Louisville	.....	*a*	..	*a*	..
Milwaukee	.....	*a*	..	*a*	..
Minneapolis-St. Paul	22-32	25	24	25	29
Newark	22-35	*a*	..	*a*	..
New York	22-30	28	24	27	28
Philadelphia	20-43	30	25	30	32
Pittsburgh	19-33	22	21	22	24
St. Louis	17-29	20 or 24	20	24	27
San Francisco	22-29	29	23	24	29
Seattle	27-38	*a*	..	*a*	..
All Cities	16-43	25	23	27	30

Cities	Senior Dictating Machine Transcriber				
	Range	Mode	Low	Median	High
Atlanta	$25-42	*a*	..	*a*	..
Baltimore	25-34	*a*	..	*a*	..
Boston	22-38	$29	$28	$29	$34
Buffalo	24-35	26	26	27	32
Chicago	24-45	28	29	31	35
Cincinnati	21-36	23	23	29	32
Cleveland	27-44	..	30	37.50	42
Detroit	27-43	35	31	35	39
Houston	24-37	*a*	..	*a*	..
Los Angeles	29-37	31	31	32	35
Louisville	27-35	*a*	..	*a*	..
Milwaukee	19-41	..	24	27.50	30
Minneapolis-St. Paul	20-40	27	25	27.50	29
Newark	29-33	*a*	..	*a*	..
New York	24-54	..	31	34	39
Philadelphia	22-44	..	27	29.50	40
Pittsburgh	23-36	28 or 30	28	30	32
St. Louis	22-31	27	24	26	27
San Francisco	27-42	31	31	33	37
Seattle	31-35	*a*	..	*a*	..
All Cities	$19-54	$28	$28	$31	$35

Cities	File Clerk				
	Range	Mode	Low	Median	High
Atlanta	$19-42	$37	$30	$37	$37
Baltimore	18-34	19	20	24	25
Boston	18-42	20	20	23	28
Buffalo	18-44	36	34	34	36
Chicago	18-47	20	21	24	28
Cincinnati	18-35	22	19	21	23
Cleveland	20-58	25	25	29	33
Detroit	20-41	25	23	26	31
Houston	22-45	22	22	25	30
Los Angeles	21-46	36	26	33.50	36
Louisville	20-35	22	22	24	27
Milwaukee	18-43	21	20	21	22
Minneapolis-St. Paul	17-50	21	21	22	27
Newark	18-41	23	22	23	25
New York	18-52	25	24	28	33
Philadelphia	18-44	18	19	23	27
Pittsburgh	17-41	20	20	21	23
St. Louis	17-49	35	20	22	27
San Francisco	24-43	29	28	29	34
Seattle	24-38	38	23	38	38
All Cities	$17-58	$20	$22	$25	$30

Cities	Key Punch Operator				
	Range	Mode	Low	Median	High
Atlanta	$28-40	*a*	..	*a*	..
Baltimore	21-36	$25	$24	$27	$31
Boston	20-35	29	23	28	29
Buffalo	21-38	36	32	34	36
Chicago	21-40	26	26	29	33
Cincinnati	21-35	25	23	24.50	27
Cleveland	20-41	33	29	32	36
Detroit	23-43	39	31	36	39
Houston	25-43	32	29	32	35
Los Angeles	27-41	36	30	34	36
Louisville	23-33	24	24	25	29
Milwaukee	18-32	28	24	27	28
Minneapolis-St. Paul	17-38	23	23	26	30
Newark	18-42	32	25	28	30
New York	20-41	30	23	30	33
Philadelphia	19-40	28	24	27	30
Pittsburgh	19-42	25	23	25	28
St. Louis	21-41	25	24	27	31
San Francisco	25-40	32	30	32	35
Seattle	.....	..	..	..	..
All Cities	$17-43	$28	$26	$30	$33

Cities	Office Boy (or Girl)				
	Range	Mode	Low	Median	High
Atlanta	$19-25	$22	$20	$22	$22
Baltimore	18-28	20 or 22	19	20	22
Boston	16-25	22	17	20	22
Buffalo	16-34	22	20	23	32
Chicago	14-34	22	20	22	24
Cincinnati	15-24	18	18	19	21
Cleveland	20-36	23	23	24	24
Detroit	17-32	23	22	23	26
Houston	16-31	17	17	17	24
Los Angeles	21-33	23	23	24	27
Louisville	16-24	20	20	20	21
Milwaukee	15-32	17 or 20	17	20	20
Minneapolis-St. Paul	17-32	25	20	21	25
Newark	16-30	23	20	22	23
New York	16-33	20	20	21	22
Philadelphia	18-30	20	19	20	21
Pittsburgh	17-37	18	18	19	20
San Francisco	16-26	16	17	18	21
Seattle	18-31	23	23	25	28
All Cities	14-37	20	20	22	23

Cities	Receptionist				
	Range	Mode	Low	Median	High
Atlanta	$25-40	*a*	..	*a*	..
Baltimore	20-35	*a*	$30	$32	$34
Boston	22-40	$35	25	31	35
Buffalo	22-40	33	32	33	33
Chicago	23-43	28	26	28	31
Cincinnati	21-28	*a*	..	*a*	..
Cleveland	24-52	31	27	29	31
Detroit	23-49	32	27	32	38
Houston	25-36	35	31	34	35
Los Angeles	31-46	36 or 40	36	37.50	40
Louisville	23-30	*a*	..	*a*	..
Milwaukee	21-40	*a*	..	*a*	..
Minneapolis-St. Paul	21-44	28	25	28	30
Newark	21-35	26 or 30	25	27	30
New York	21-53	25	25	29	35
Philadelphia	23-40	30 or 32	29	31	34
Pittsburgh	19-43	29	24	29	32
St. Louis	21-35	*a*	27	31	32
San Francisco	27-48	31	28	31	34
Seattle	.....	..	..	..	..
All Cities	$19-53	$25	$26	$30	$35

Cities	Stenographer				
	Range	Mode	Low	Median	High
Atlanta	$23-42	$30	$29	$30	$33
Baltimore	21-38	30	27	29	32
Boston	18-46	35	26	30	35
Buffalo	22-39	35	29	34	35
Chicago	18-55	33	28	31	35
Cincinnati	21-38	23	25	28	32
Cleveland	21-51	31	28	31	36
Detroit	23-43	39	31	35	38
Houston	21-46	29	29	32	37
Los Angeles	27-48	37	35	37	38
Louisville	22-36	27	27	29	31
Milwaukee	20-38	29	24	28	30
Minneapolis-St. Paul	17-52	35	28	35	40
Newark	21-58	28	28	30	33
New York	20-59	30	29	32	35
Philadelphia	19-44	28	26	29	33
Pittsburgh	18-47	24	24	27	31
St. Louis	20-45	24	24	27	31
San Francisco	23-52	37	32	35	37
Seattle	28-46	35	33	35	37
All Cities	$17-59	$30	$28	$32	$36

Cities	Telephone Switchboard Operator				
	Range	Mode	Low	Median	High
Atlanta	$24-36	*a*	..	*a*	..
Baltimore	21-36	$30	$26	$30	$31
Boston	22-45	31	27	30	32
Buffalo	23-36	36	30	32	36
Chicago	20-44	28	25	28.50	32
Cincinnati	20-33	30	23	27	30
Cleveland	26-39	32	32	32	34
Detroit	23-43	27	23	31	36
Houston	22-37	35	31	35	35
Los Angeles	28-43	35	32	35	37
Louisville	21-30	23	23	24	29
Milwaukee	20-42	23	24	28	30
Minneapolis-St. Paul	20-46	33	28	30	33
Newark	20-39	28	24	28	31
New York	20-48	30	30	33	36
Philadelphia	19-48	34	26	31	33
Pittsburgh	21-45	30	26	30	31
St. Louis	20-35	30	26	29	31
San Francisco	21-51	32	31	34	38
Seattle	28-35	*a*	..	*a*	..
All Cities	$19-51	$30	$28	$31	$34

Cities	Junior Copy Typist				
	Range	Mode	Low	Median	High
Atlanta	$20-28	*a*	..	*a*	..
Baltimore	20-35	$25	$22	$25	$27
Boston	18-29	20	19	20	21
Buffalo	20-36	34	27	32	34
Chicago	20-35	25	23	25	27
Cincinnati	18-26	21	20	21	23
Cleveland	21-39	27	26	27	28
Detroit	20-32	25	24	25	27
Houston	21-36	30	27	30	31
Los Angeles	22-37	24 or 28	25	28.50	34
Louisville	21-23	*a*	..	*a*	..
Milwaukee	17-35	22	21	22	23
Minneapolis-St. Paul	18-36	21	21	22	24
Newark	18-28	23 or 24	23	24	25
New York	18-45	25	24	26	28
Philadelphia	18-32	22	20	22	24
Pittsburgh	17-28	20	20	21	22
St. Louis	17-28	26	21	23	26
San Francisco	24-36	28	27	28	30
Seattle	.....	..	..	..	..
All Cities	$17-45	$25	$22	$25	$28

Cities	Senior Copy Typist				
	Range	Mode	Low	Median	High
Atlanta	$23-42	$24	$24	$27	$32
Baltimore	22-33	28	25	28	29
Boston	21-36	24	24	25	28
Buffalo	22-36	36	28	36	36
Chicago	20-42	28	27	29	31
Cincinnati	21-34	28	23	27	30
Cleveland	21-45	28	28	30	33
Detroit	22-37	28	28	29	32
Houston	25-45	31 or 35	31	33	38
Los Angeles	28-44	37	31	36.50	37
Louisville	24-29	25 or 29	25	26.50	28
Milwaukee	18-39	29	23	25	29
Minneapolis-St. Paul	21-44	25	24	26	30
Newark	23-44	28	27	28	29
New York	21-47	34	28	32	37
Philadelphia	19-46	28	25	26	29
Pittsburgh	20-39	27	24	27	31
St. Louis	20-35	28	24	27	29
San Francisco	27-42	32	29	31	33
Seattle	28-31	..	..	..	..
All Cities	$18-47	$28	$27	$29	$33

*a*No central tendency exists

Data in this table represent summaries of the tabulated results of the seventh of a series of surveys of clerical salary rates conducted by THE CONFERENCE BOARD. The information was collected during April, 1945, and pertains to the rates paid in that month.

Before an attempt is made to analyze and interpret these data, it is advisable to refer to *The Management Record* for October, 1943, in which are furnished the detailed job descriptions used in the survey and the methods of collecting and presenting the figures. This information is not being printed in current issues because of THE CONFERENCE BOARD's desire to cooperate with the government's request to conserve paper.

The next survey will be conducted in October, 1945.

The Board welcomes additional participants in the survey in all cities covered.

THREE BLIND MICE

AND HOW THEY GOT THAT WAY

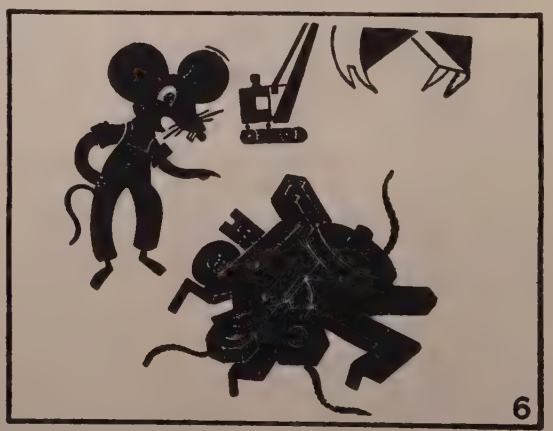
Three blind mice, three blind mice;
See how they run, see how they run—
This is the story we have to tell—
They knew the Safety Rules full well
But all of 'em figured, "What the hell!"
The three blind mice.

Three blind mice, three blind mice;
See how they run, see how they run—
They spent last Christmas, drab and dry
In a hospital, woozily wondering, "Why?
We checked our equipment 'way back in July,
We three blind mice."

Three blind mice, three blind mice;
See how they run, see how they run—
They left off their safety belts last week,
In their record absent-minded streak,
That struck the bottom, so to squeak.
The three blind mice.

Three blind mice, three blind mice;
See how they run, see how they run—
They all run licketty-split for lunch,
Completely upsetting the rest of the bunch
Who sooner or later will take a punch
At the three blind mice.

Three blind mice, three blind mice;
See how they run, see how they run—
They went on working so serene . . .
Not using the guard on their machine
They paid in the end, if you get what I mean,
The three blind mice.

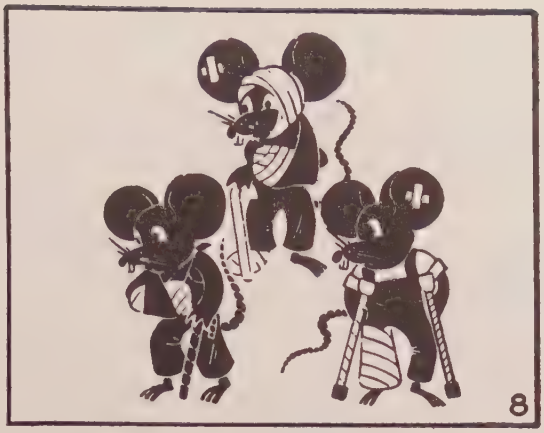


Three blind mice, three blind mice;
See how they run, see how they run—
They all walked under a loaded crane,
Which isn't difficult to explain . . .
Each one has only a third of a brain.
Oh, those three blind mice.

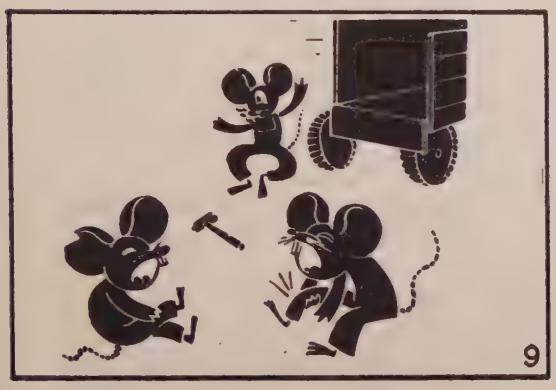
A SAFETY MANUAL

OR IF YOU WILL, A CONTRIBUTION TO FOLK-LORE

Three blind mice, three blind mice;
See how they run, see how they run—
They left their equipment on the floor
The boss tripped over it and he swore:
"How the blankety-blank can I win the war
With three blind mice?"

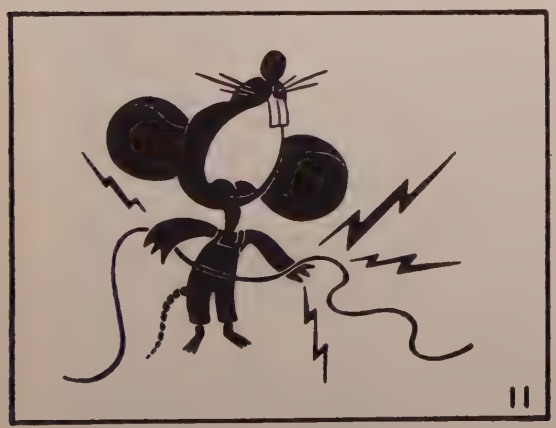


Three blind mice, three blind mice;
See how they run, see how they run—
Although each one of them knew the knack
Of lifting a weight without using the back
They insisted on giving the spine a crack,
The three blind mice.

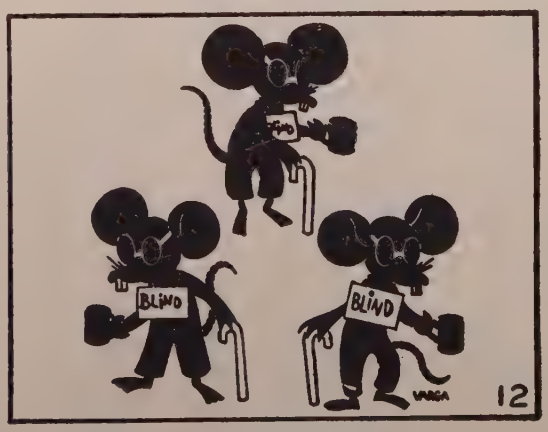


Three blind mice, three blind mice;
See how they run, see how they run—
They jumped . . . by Jiminy, how they fool . .
From a moving truck to retrieve a tool,
And broke six legs and a safety rule,
The three blind mice.

Three blind mice, three blind mice;
See how they run, see how they run—
Their practical joking went too far
When they handed the boss a trick cigar.
"WHO IN THE HELP DO YOU THINK YOU ARE?
YOU THREE BLIND MICE!"



Three blind mice, three blind mice;
See how they run, see how they run—
They noticed while they nosed around,
A loose wire lying upon the ground.
"We're simply shocked at what we found!"
Yelled the three blind mice.



Three blind mice, three blind mice:
See how they run, see how they run—
They tossed their cigarette butts, one day,
Where a pile of oily waste rags lay
That's how the blind mice got that way—
The three blind mice.

Issued by the Industrial Information Division, Canadian Wartime Information Board. Designed by National Film Board, Ottawa. Verse by Lionel Reid. Drawings by Judy Varga.

(*Continued from page* 186)

since August, 1944, but 31.3% higher than in January, 1941, and 43.7% above August, 1939.

HOURS

The work week was half an hour, or 1.1%, shorter in May. Not all reports from companies included full information as to time lost on V-E day. The average work week of 44.9 hours was the shortest since April, 1943, but 11.7% longer than in January, 1941, and 18.5% more than in August, 1939.

Total man hours declined 3.3% in May, and at 119.6 (1923=100) averaged less than in any other month since May, 1942. Since January, 1941, man hours have risen 30.7% and since August, 1939, they have increased 81.8%.

EMPLOYMENT AND PAYROLLS

Since October-November, 1943, the peak months for the series, employment in the twenty-five manufacturing industries has declined in every month but December, 1944. The May index of 131.0 (1923=100) was 2.2% below April, and 15.0% below November, 1943. Nevertheless it still exceeded January, 1941, and August, 1939, by 17.0% and 53.2%, respectively.

Total payrolls declined again in May. At 244.2 (1923=100), they were 3.3% below the April average and lower than during any month since December, 1942. Since January, 1941, payrolls have increased 89.6% and since August, 1939, the rise has been 178.4%.

Wage-rate Increases and Workers Affected

Source: The Conference Board

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1944		
May	0.4%	6.0%
June	0.3	7.0
July	0.8	5.3
August	0.4	6.0
September	0.3	5.4
October	0.1	5.3
November	0.4	6.8
December	0.1	5.8
1945		
January	0.2	5.3
February	0.6	5.9
March	0.4	3.8
April	0.3	7.0
May	1.9	7.7

CEMENT

Hourly earnings of production and related workers in the cement industry rose to a peak level in May, and at $.910 were 0.7% above the April average. The increase in the earnings of skilled male workers, who comprise 91% of the total workers, offset the large decline in the hourly return of the unskilled male workers. Both groups worked fewer hours in May and received lower weekly earnings. Weekly earnings of all workers in the industry averaged $40.58 for a work week of 44.6 hours.

PETROLEUM

Employment in petroleum refineries rose 1.2% in May. Both hourly and weekly earnings of all workers declined, although the hourly earnings, at $1.302, were only 0.2% below the peak level of July, 1944. Weekly working hours were 3.7% less than in April, and average weekly earnings declined 3.8%. Both unskilled and skilled workers received less an hour and worked fewer hours a week so that their weekly returns were also lower.

AIRCRAFT

Employment in the aircraft industry was reduced 6.9% in May, continuing a

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS[1], MAY, 1945

Index Numbers, 1923=100

Note: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

Industry	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	May	April	May	April	May	April	May	April	May	April	May	April
Agricultural implement	209.0	209.4	196.3	197.3	184.8	186.5	180.0	186.0	169.0	175.0	353.3	367.0
Automobile[2]	202.8	206.2r	178.5	192.0r	168.1	181.5r	147.2	156.9r	129.7	146.1r	262.8	301.2r
Boot and shoe	160.2	159.6	147.3	147.3	138.7	139.2	88.3	89.0	81.4	82.2	130.1	131.1
Chemical	219.3	217.9r	196.8	195.2r	185.3	184.5r	170.7	171.8r	153.5	154.1r	335.9	335.4r
Cotton—North	183.1	182.0	164.4	169.8	154.8	160.5	35.1	35.5	31.5	33.1	57.7	60.3
Electrical manufacturing	203.7	203.3	196.1	196.9	184.7	186.1	257.6	262.0	247.3	253.4	505.2	515.9
Furniture[4]	206.4	204.1	194.3	192.8	183.0	182.2	131.3	133.7	123.7	126.5	255.1	257.8
Hosiery and knit goods	222.8	225.1	198.2	200.1	186.6	189.1	72.1	72.6	64.2	64.5	142.9	145.3
Iron and steel[5]	212.1	212.1	176.2	171.7	165.9	162.3	116.0	116.7	95.9	94.1	204.4	200.4
Leather tanning and finishing	202.5	200.2	197.3	193.0	185.8	182.4	72.3	72.4	70.5	69.8	142.6	139.7
Lumber and millwork	230.9	232.6	207.7	209.9	195.6	198.4	49.2	48.9	44.2	44.2	102.2	102.6
Meat packing	196.4	195.8	180.8	183.3	170.2	173.3	91.5	96.0	84.4	90.0	165.4	176.0
Paint and varnish	184.9	185.3	188.5	190.7	177.5	180.2	126.8	127.4	129.2	131.0	239.0	243.0
Paper and pulp	181.9	181.7	170.4	172.7	160.5	163.2	115.3	116.9	107.9	111.1	196.5	201.9
Paper products	194.1	193.4	177.5	178.7	167.1	168.9	162.1	162.0	148.8	150.0	287.7	289.5
Printing—book and job	168.5	167.1	160.5	158.1	151.1	149.4	114.9	117.1	109.4	110.8	184.4	185.1
Printing—news and magazine	173.9	172.4	159.5	155.7	150.2	147.2	101.7	101.1	93.4	91.4	162.2	157.4
Rubber	198.2	197.4	202.4	201.6	190.6	190.5	131.9	134.3	134.5	137.0	267.0	270.7
Silk and rayon	165.3	165.1	158.1	156.1	148.9	147.5	86.6	86.8	82.7	81.9	136.9	135.5
Wool	188.5	186.9	170.1	171.5	160.2	162.1	66.1	66.5	59.6	60.9	112.4	114.0
Foundries and machine shops	213.3	213.6	201.3	205.2	189.5	194.0	197.7	204.1	186.2	195.9	398.0	418.8
1. Foundries	197.5	196.9	183.5	185.6	172.8	175.4	176.1	179.7	163.4	169.3	323.1	333.5
2. Machines and machine tools	215.3	215.8	209.8	214.4	197.6	202.6	184.9	189.3	179.7	187.8	387.9	405.9
3. Heavy equipment	200.7	201.2	188.8	191.9	177.8	181.4	167.5	176.5	157.6	168.2	316.2	338.7
4. Hardware and small parts	224.6	223.6	218.9	218.1	206.1	206.1	171.9	174.8	167.3	170.4	376.3	381.2
5. Other products	213.2	213.4	201.7	207.2	189.9	195.8	221.7	228.3	209.9	221.7	447.2	473.0
25 industries	203.3	203.5	186.4	188.4r	175.5	178.1r	131.0	134.0	119.6	123.7	244.2	252.5r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding.

See footnotes on page 195.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS[1], 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 May	$1.062	$48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	145.0	134.1	264.0
June	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
July	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February	1.095	50.58	46.0	44.3	202.4	191.8	190.1	180.2	93.5	137.4	128.5	261.2
March	1.101	50.99	46.1	44.4	203.5	193.1	191.6	181.8	93.7	136.2	127.6	261.0
April	1.101	50.13*r*	45.4	44.4	203.5	192.3	188.4*r*	178.1*r*	92.3	134.0	123.7	252.5*r*
May	1.100	49.59	44.9	44.3	203.3	191.4	186.4	175.5	91.3	131.0	119.6	244.2

*r*Revised.

EARNINGS AND HOURS, PRODUCTION WORKERS[1], MAY, 1945

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	May	April	May	April	May	April	May	April
Agricultural implement	$1.162	$1.164	$54.01	$54.27	46.5	46.6	47.3	47.3
Automobile[2]	1.282	1.303*r*	53.79	57.86*r*	42.0	44.4	42.5	42.7
Boot and shoe	.841	.838	35.53	35.54	42.3	42.4	43.2	43.7
Chemical	1.114	1.107*r*	50.70	50.28*r*	45.5	45.4	46.0	46.0*r*
Rayon producing[3]	.935	.926*r*	39.75	39.02*r*	42.5	42.2*r*	45.7	45.7
Cotton—North	.815	.810	34.92	36.06	42.9	44.5	43.2	43.2
Electrical manufacturing	1.157	1.155	53.13	53.34	45.9	46.2	42.5	42.4
Furniture[4]	1.067	1.055	48.47	48.08	45.4	45.6	45.8	45.9
Hosiery and knit goods	.851	.860	35.02	35.35	41.2	41.1	42.5	42.5
Iron and steel[5]	1.264	1.264	60.30	58.75	47.7	46.5	43.2	43.2
Leather tanning and finishing	.984	.973	45.70	44.69	46.4	45.9	45.5	45.2
Lumber and millwork	1.092	1.100	48.64	49.15	44.5	44.7	46.7	47.3
Meat packing	.929	.926	42.55	43.15	45.8	46.6	41.4	41.4
Paint and varnish	1.041	1.043	49.49	50.05	47.6	48.0	47.1	47.1
Paper and pulp	.917	.916	44.45	45.03	48.5	49.2	44.7	44.8
Paper products	.885	.882	38.67	38.93	43.7	44.1	44.6	44.6
Printing—book and job	1.100	1.091	48.07	47.36	43.7	43.4	41.6	41.2
Printing—news and magazine	1.205	1.195	49.81	48.64	41.3	40.7	40.7	40.7
Rubber	1.241	1.236	56.72	56.51	45.7	45.7	47.0	47.0
1. Rubber tires and tubes	1.357	1.345	62.34	61.35	45.9	45.6	47.0	47.0
2. Other rubber products	1.048	1.057	47.57	48.51	45.4	45.9	47.0	47.0
Silk and rayon	.820	.819	36.42	35.94	44.4	43.9	42.4	42.2
Wool	.952	.944	40.78	41.11	42.8	43.5	43.0	43.1
1. Woolen and worsted goods	.919	.918	38.29	39.73	41.7	43.3	42.5	42.6
2. Other woolen products[6]	1.001	.984	44.70	43.25	44.6	44.0	43.9	43.9
Foundries and machine shops	1.222	1.224	57.11	58.21	46.7	47.6	45.9	45.8
1. Foundries	1.165	1.162	54.33	54.96	46.6	47.3	44.9	44.9
2. Machines and machine tools	1.182	1.185	57.27	58.52	48.4	49.4	46.4	47.4
3. Heavy equipment	1.345	1.348	62.33	63.38	46.4	47.0	46.3	45.5
4. Hardware and small parts	1.150	1.145	54.30	54.12	47.2	47.3	44.7	44.7
5. Other products	1.194	1.195	55.13	56.64	46.2	47.4	46.0	46.0
25 INDUSTRIES	$1.100	$1.101	$49.59	$50.13*r*	44.9	45.4	44.3	44.4
Cement	$ .910	$ .904	$40.58	$40.99	44.6	45.3	45.7	45.7
Petroleum refining	1.302	1.304	61.12	63.54	46.9	48.7	44.6	44.6
27 INDUSTRIES	$1.102	$1.102	$49.68	$50.24*r*	45.0	45.4	44.3	44.4
Aircraft	$1.224	$1.215	$56.76	$55.51*r*	46.4	45.7*r*	48.6	48.4*r*
Shipbuilding	1.413	1.412	64.58	65.72	45.7	46.5	48.4	48.1

See footnotes on page 195.

downward trend which was begun in the middle of 1943. The number of employed production workers in the industry is now 30% below the high levels of that time. The number of hours worked a week increased in the same period with average hourly earnings showing a generally upward trend. In May, they were at a peak level of $1.224, 0.7% higher than in April. The work week averaged 1.5% more hours. All labor groups worked longer hours and all but the unskilled male workers received higher hourly earnings.

SHIPBUILDING

The peak month for employment in shipbuilding was October, 1943. In every month since then fewer workers have been employed, with a total reduction over the period of 42.2%. The largest month-to-month decline was 8.6%, from April to May—7.9% fewer men and a decrease in women workers of 18.9%. Despite a work week 1.8% shorter, the hourly earnings of women workers were on the average 2.6% higher. The hourly return of both men and women shipyard workers averaged 0.1% more than in April. The work week averaged 1.7% fewer hours and weekly earnings were 1.7% lower than in April.

Average hourly earnings of unskilled male shipyard workers increased 2.4% while their working hours remained unchanged—an indication that reductions in employment are made by dropping the low-seniority workers with lower pay. The number of workers in this group declined 8.6% in the same period.

LABOR STATISTICS IN MAY

Hourly earnings declined 0.1% in May. At $1.100, they were 3.6% higher than in May of last year, and 86.4% higher than in 1929.

Weekly earnings of $49.59 were 1.1% less than in April, 2.3% above those in May, 1944, and 73.7% more than in 1929.

"Real" weekly earnings were reduced 1.5% in May. The May index of 175.5 (1923=100) was 0.8% greater than that of a year earlier and 63.7% higher than the 1929 level.

Hours per week were 0.5 hour, or 1.1%, less than in April. The May work week of 44.9 hours was 0.6 hour, or 1.3%, shorter than in May, 1944, and 3.4 hours, or 7.0%, shorter than the 1929 average.

Employment declined 2.2% from April to May and 9.7% from May, 1944, to May of this year. But since 1929, it has risen 29.7%.

Man hours were lowered 3.3% in May and were 10.8% less than May of last year but 20.6% more than in 1929.

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS[1], MAY, 1945

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	May	April	May	April	May	April	May	April	May	April	May	April
Agricultural implement	$1.186	$1.188	$55.41	$55.61	46.7	46.8	$.967	$ .973	$43.07	$43.73	44.6	44.9
Automobile[2]	1.327	1.348r	56.22	60.67r	42.4	45.0	1.126	1.147r	45.79	48.87r	40.7	42.6r
Boot and shoe	.985	.984	42.79	42.71	43.4	43.4	.704	.701	29.01	29.09	41.2	41.5
Chemical	1.206	1.200	56.04	55.76r	46.5	46.5	.793	.783	33.68	32.89r	42.5	42.0
Rayon producing[3]	1.038	1.028r	45.79	45.05r	44.1	43.8r	.738	.726r	29.25	28.49r	39.7	39.2r
Cotton—North	.885	.886	41.42	42.58	46.8	48.1	.720	.711	27.72	28.80	38.5	40.5
Electrical manufacturing	1.305	1.301	61.81	62.12	47.4	47.7	.918	.919	40.16	40.27	43.7	43.8
Furniture[4]	1.122	1.112	51.93	51.39	46.3	46.2	.941	.935	41.05	41.33	43.6	44.2
Hosiery and knit goods	1.156	1.157	51.45	51.09	44.5	44.2	.720	.732	28.71	29.22	39.9	39.9
Iron and steel[5]	1.284	1.284	61.72	60.16	48.1	46.9	.985	.983	42.69	41.11	43.3	41.8
Leather tanning and finishing	1.009	.998	48.02	46.96	47.6	47.1	.833	.823	33.70	32.90	40.5	40.0
Lumber and millwork	1.117	1.123	49.81	50.36	44.6	44.8	.836	.832	36.68	36.06	43.9	43.3
Meat packing	.978	.974	45.94	46.64	47.0	47.9	.723	.720	29.87	30.13	41.3	41.9
Paint and varnish	1.071	1.075	51.57	52.12	48.2	48.5	.824	.818	35.86	36.53	43.5	44.7
Paper and pulp	.944	.942	46.61	47.16	49.4	50.1	.682	.685	28.57	29.24	41.9	42.7
Paper products	1.009	1.010	46.82	47.38	46.4	46.9	.682	.680	27.29	27.43	40.0	40.4
Printing—book and job	1.326	1.311	59.68	58.94	45.0	44.9	.678	.676	28.09	27.55	41.4	40.8
Printing—news and magazine	1.315	1.302	54.73	53.31	41.6	41.0	.772	.767	31.09	30.50	40.3	39.7
Rubber	1.367	1.361	64.71	64.42	47.3	47.3	.902	.902	37.82	37.82	41.9	42.0
1. Rubber tires and tubes	1.444	1.432	68.03	67.06	47.1	46.8	1.020	1.014	42.78	42.17	41.9	41.6
2. Other rubber products	1.204	1.214	57.55	58.72	47.8	48.4	.797	.799	33.41	33.80	41.9	42.3
Silk and rayon	.908	.911	42.89	42.70	47.3	46.9	.682	.673	27.73	26.90	40.7	40.0
Wool	1.023	1.010	45.90	46.44	44.9	46.0	.832	.829	33.06	33.06	39.7	39.9
1. Woolen and worsted goods	.978	.977	42.76	44.97	43.7	46.0	.829	.827	32.27	32.70	38.9	39.5
2. Other woolen products[6]	1.081	1.056	50.26	48.44	46.5	45.9	.837	.834	34.55	33.74	41.3	40.5
Foundries and machine shops	1.277	1.280	60.60	61.90	47.4	48.4	.980	.979	43.00	43.41	43.9	44.3
1. Foundries	1.186	1.183	55.92	56.56	47.2	47.8	.942	.934	39.13	39.60	41.5	42.4
2. Machines and machine tools	1.235	1.239	60.89	62.38	49.3	50.3	.912	.913	40.59	41.10	44.5	45.0
3. Heavy equipment	1.376	1.381	64.16	65.26	46.6	47.2	1.050	1.049	45.93	47.23	43.8	45.0
4. Hardware and small parts	1.233	1.228	60.18	60.08	48.8	48.9	.915	.908	39.59	39.21	43.2	43.2
5. Other products	1.257	1.259	59.01	61.00	46.9	48.4	1.007	1.005	44.44	44.79	44.1	44.6
25 INDUSTRIES	$1.193	$1.195r	$55.08	$55.75r	46.2	46.7	$ .790	$ .789	$32.44	$32.68	40.9	41.3
Cement	$ .910	$ .904	$40.58	$40.99	44.6	45.3	....	....	....	....	....	....
Petroleum refining	1.302	1.304	61.12	63.54	46.9	48.7	....	....	....	....	....	....
27 INDUSTRIES	$1.193	$1.194	$55.06	$55.75r	46.2	46.7	....	....	....	....	....	....
Aircraft	$1.310	$1.300r	$61.97	$60.59r	47.3	46.6	$1.077	$1.069	$48.27	$47.22r	44.8	44.2r
Shipbuilding	1.429	1.432	65.49	66.85	45.8	46.7	1.146	1.117	49.80	49.45	43.5	44.3

See footnotes on page 195.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS[1]

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

Industry	Unskilled						Skilled and Semi-skilled					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	May	April	May	April	May	April	May	April	May	April	May	April
Agricultural implement	$ .963	$ .967	$45.65	$46.02	47.4	47.6	$1.219	$1.220	$56.85	$57.01	46.6	46.7
Automobile[2]	1.082	1.103r	47.23	49.31r	43.6	44.7	1.362	1.382r	57.49	62.25r	42.2	45.0
Boot and shoe	.591	.587	27.49	26.84	46.5	45.7	1.010	1.009	43.67	43.63	43.3	43.3
Chemical	.983	.977r	45.79	45.40r	46.6	46.5	1.269	1.263	58.93	58.68	46.4	46.5
Rayon producing[3]	.786	.774r	33.24	32.32r	42.3	41.8r	1.071	1.061r	47.53	46.82r	44.4	44.1r
Cotton—North	.774	.770	36.75	36.33	47.5	47.2	.936	.937	43.54	45.40	46.5	48.5
Electrical manufacturing	.929	.931	43.50	43.54	46.9	46.8	1.354	1.350	64.23	64.61	47.4	47.9
Furniture[4]	.945	.931	42.19	42.58	44.6	45.7	1.155	1.146	53.82	53.09	46.6	46.3
Hosiery and knit goods	.812	.779	38.26	37.16	47.1	47.7	1.191	1.193	52.69	52.33	44.3	43.9
Iron and steel[5]	.981	.987	45.24	44.67	46.1	45.3	1.350	1.349	65.51	63.70	48.5	47.2
Leather tanning and finishing	.807	.796	38.61	38.58	47.8	48.4	1.048	1.040	49.82	48.64	47.5	46.8
Lumber and millwork	.826	.815	35.94	35.65	43.5	43.7	1.206	1.212	54.21	54.70	44.9	45.1
Meat packing	.797	.802	37.58	38.08	47.1	47.5	1.044	1.040	48.99	49.95	46.9	48.0
Paint and varnish	.871	.877	43.39	43.80	49.8	50.0	1.152	1.156	54.75	55.41	47.5	47.9
Paper and pulp	.777	.775	35.26	36.15	45.4	46.6	1.008	1.008	51.49	51.94	51.1	51.5
Paper products	.788	.787	35.76	34.90	45.4	44.4	1.091	1.095	51.03	52.49	46.8	47.9
Printing—book and job	.953	.934	42.24	41.83	44.3	44.8	1.401	1.390	63.29	62.52	45.2	45.0
Printing—news and magazine	.853	.877	32.45	33.41	38.1	38.1	1.429	1.411	60.89	58.92	42.6	41.8
Rubber	1.071	1.031	51.52	48.25	48.1	46.8	1.376	1.371	65.08	64.89	47.3	47.3
1. Rubber tires and tubes	1.116	1.077	53.68	49.87	48.1	46.3	1.456	1.445	68.50	67.67	47.1	46.8
2. Other rubber products	.787	.781	37.68	38.87	47.9	49.8	1.212	1.221	57.90	59.06	47.8	48.4
Wool	.820	.825	34.96	36.91	42.6	44.7	1.109	1.093	50.92	50.87	45.9	46.5
1. Woolen and worsted goods	.832	.842	34.01	37.20	40.9	44.2	1.061	1.058	48.32	49.95	45.5	47.2
2. Other woolen products[6]	.794	.787	37.38	36.19	47.1	46.0	1.160	1.131	53.73	51.84	46.3	45.8
Foundries and machine shops	.998	1.004	46.78	48.03	46.9	47.8	1.318	1.321	62.64	63.99	47.5	48.4
1. Foundries	.973	.970	45.30	45.54	46.6	46.9	1.242	1.239	58.76	59.56	47.3	48.1
2. Machines and machine tools	1.085	1.091	52.81	54.12	48.7	49.6	1.257	1.261	62.08	63.62	49.4	50.5
3. Heavy equipment	.987	.998	45.39	46.25	46.0	46.3	1.420	1.428	66.36	67.64	46.7	47.4
4. Hardware and small parts	.973	.976	47.34	47.90	48.6	49.1	1.290	1.285	63.03	62.77	48.9	48.9
5. Other products	.990	.998	45.39	48.02	45.9	48.1	1.288	1.290	60.64	62.56	47.1	48.5
24 INDUSTRIES[7]	$ .919	$ .918	$41.92	$42.30	45.6	46.0	$1.258	$1.259	$58.21	$58.93r	46.3	46.8
Cement	$ .718	$ .730	$28.90	$31.55	40.3	43.2	$ .927	$ .919	$41.74	$41.85	45.1	45.5
Petroleum refining	.989	.999	44.64	46.24	45.1	46.3	1.332	1.334	62.79	65.30	47.1	49.0
26 INDUSTRIES[7]	$ .918	$ .918r	$41.83	$42.25r	45.5	46.0	$1.257	$1.258r	$58.16	$58.91r	46.3	46.8
Aircraft	$1.117	$1.121r	$51.72	$51.23r	46.3	45.7r	$1.322	$1.312r	$62.64	$61.21r	47.4	46.7
Shipbuilding	1.015	.991	46.06	44.98	45.4	45.4	1.465	1.470	67.23	68.82	45.9	46.8

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1]Production and related workers. For definition, see the March *Management Record*, page 80.

[2]Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

[3]Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

[4]Includes wood, metal, and upholstered household and office furniture.

[5]Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

[6]Principally rugs.

[7]Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

rRevised.

Payrolls dropped 3.3% in May. They show a decline of 7.5% from May, 1944, and an increase of 125.3% since 1929.

Production workers in the twenty-five manufacturing industries averaged $1.100 for each hour of work in May, an amount fractionally below March-April but higher than in any other months. They received a weekly return of $49.59 for 44.9 hours of work, the shortest work week recorded since April, 1943. "Real" weekly earnings were lower than in any month since August, 1944.

Employment continued downward in May, and was the lowest since the October-November, 1943, peak, except for December, 1944. Shorter working hours and lower earnings served to reduce both man hours and payrolls below the April levels.

ELIZABETH P. ALLISON
Division of Labor Statistics

Cost of Living in June

JUNE LIVING costs of wage earners' families in the United States rose 0.7%. THE CONFERENCE BOARD's index increased from 106.2 (1923=100) in May to 106.9 in June, or 2.3% above a year ago. The present level is the highest reached since 1921.

There has been a 27.3% rise in the all-items index since August, 1939, the month preceding the start of World War II, and an increase of 15.1% since November, 1941, the month previous to United States entry into the war. A rise of 24.3% has taken place since January, 1941, the base date of the Little Steel formula.

The purchasing value of the 1923 dollar was 93.5 cents in June, as compared with 94.2 cents in May and 95.7 cents in June of last year.

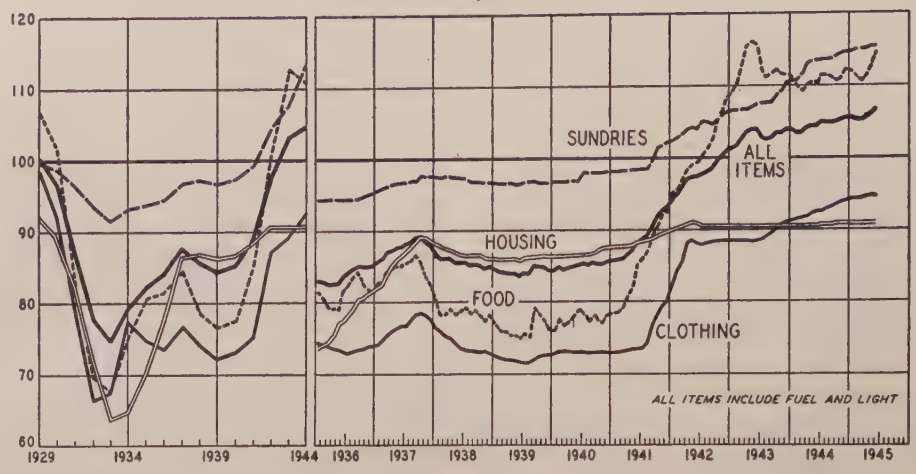
FOOD COSTS CONTINUE TO RISE

The cost of food has increased for the second consecutive month, this time rising 1.9% as compared with only 1.0% the previous month. It is the first food rise since December, 1944, to exceed 1.0%. Prices of onions, cabbages, oranges and eggs were most affected.

Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



The only other major group with an increase was fuel and light, which rose 0.1% over May. The cost of housing and sundries remained the same, while the cost of clothing, which dropped 0.2%, declined for the first time since May, 1943.

INDIVIDUAL CITY SURVEYS

Fifty-nine of the 63 cities surveyed in June showed increases in the over-all index over the month, as compared with 56 cities in May and 43 cities in April. In ten cities, the recorded increase was greater than 1.0%, with Green Bay (Wisconsin) and Pittsburgh each showing a rise of 1.9%. Front Royal (Virginia) is the only city which remained the same. Denver, Los Angeles and Seattle declined 0.2%, 0.3% and 0.1%, respectively. Increases over the year term ranged from 0.7% in Chattanooga to 5.3% in Huntington (West Virginia), with the percentage increase in more than one third of the cities 2.5% or more.

The index for International Falls is compiled quarterly and will appear in *The Management Record* for September.

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COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing[1]	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total[2]	Electricity	Gas		
	Index Numbers, 1923=100										
1944 June	104.5	110.5	90.8	92.5	101.8	83.1	95.7	67.0	94.6	113.5	95.7
July	105.0	111.7	90.9	92.5	101.9	83.1	95.7	66.9	94.5	113.6	95.2
August	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2
September	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2
October	105.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February	105.5	111.2	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8
March	105.4	110.8	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April	105.8	111.6	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5
May	106.2	112.7	91.0	94.9	104.1	85.6	96.2	66.9	94.5	115.5	94.2
June	106.9	114.8*a*	91.0	94.7	103.8	85.5	96.3	66.9	94.5	115.5	93.5
	Percentage Changes										
May 1945 to June 1945	+0.7	+1.9	0	−0.2	−0.3	−0.1	+0.1	0	0	0	−0.7
June 1944 to June 1945	+2.3	+3.9	+0.2	+2.4	+2.0	+2.9	+0.6	−0.1	−0.1	+1.8	−2.3

[1]Data on housing collected twice annually, May 15 and October 15.
[2]Includes fuel as well as electricity and gas.
*a*Based on food prices for June 14, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	June 1945	May 1945	June 1944	May 1945 to June 1945	June 1944 to June 1945
Akron					
Food	149.4	146.8	146.5	+1.8	+2.0
Housing[1]	113.8	113.8	113.7	0	+0.1
Clothing	129.6	130.0	125.3	−0.3	+3.4
Fuel and light	114.2	114.2	112.2	0	+1.8
Housefurnishings	121.0	120.2	118.4	+0.7	+2.2
Sundries	124.4	124.4	123.4	0	+0.8
Weighted Total	129.6	128.9	127.7	+0.5	+1.5
Atlanta					
Food	151.9	147.5	147.2	+3.0	+3.2
Housing[1]	99.2	99.2	99.2	0	0
Clothing	131.4	131.0	125.9r	+0.3	+4.4
Fuel and light	114.0	114.0	113.1	0	+0.8
Housefurnishings	123.8	123.8	118.5	0	+4.5
Sundries	119.9	119.9	118.2	0	+1.4
Weighted Total	127.0	125.7	124.3	+1.0	+2.2
Baltimore					
Food	153.0	149.9	146.1	+2.1	+4.7
Housing[1]	103.2	103.2	103.2	0	0
Clothing	131.7	134.3	128.2	−1.9	+2.7
Fuel and light	107.3	107.3	107.5	0	−0.2
Housefurnishings	137.4	137.2	138.2	+0.1	−0.6
Sundries	125.7	125.6	125.7	+0.1	0
Weighted Total	131.0	130.2	128.3	+0.6	+2.1
Birmingham					
Food	154.9	153.3	150.2	+1.0	+3.1
Housing[1]	105.7	105.7	105.7	0	0
Clothing	133.1	132.4	130.0	+0.5	+2.4
Fuel and light	105.0	105.0	103.7	0	+1.3
Housefurnishings	120.2	120.2	117.8	0	+2.0
Sundries	121.3	121.3	121.3	0	0
Weighted Total	128.8	128.2	126.9	+0.5	+1.5
Boston					
Food	140.4	137.6	134.8	+2.0	+4.2
Housing[1]	103.5	103.5	103.5	0	0
Clothing	129.4	130.0	128.4	−0.5	+0.8
Fuel and light	122.7	122.7	122.7	0	0
Housefurnishings	127.0	126.4	122.6	+0.5	+3.6
Sundries	119.4	119.4	116.6	0	+2.4
Weighted Total	125.2	124.3	122.4	+0.7	+2.3
Bridgeport					
Food	141.4	139.7	138.2	+1.2	+2.3
Housing[1]	106.5	106.5	106.5	0	0
Clothing	129.2	129.4	128.6	−0.2	+0.5
Fuel and light	120.5	121.0	120.0	−0.4	+0.4
Housefurnishings	126.8	126.5r	126.4	+0.2	+0.3
Sundries	128.7	128.7	128.5	0	+0.2
Weighted Total	127.9	127.4	126.6	+0.4	+1.0
Buffalo					
Food	150.0	145.6	144.4	+3.0	+3.9
Housing[1]	112.3	112.3	112.4	0	−0.1
Clothing	129.2	129.0	127.8	+0.2	+1.1
Fuel and light	110.3	110.3	110.2	0	+0.1
Housefurnishings	129.4	129.4	129.9	0	−0.4
Sundries	126.7	126.7	126.7	0	0
Weighted Total	130.5	129.1	128.6	+1.1	+1.5
Chattanooga					
Food	158.5	157.1	158.0	+0.9	+0.3
Housing[1]	103.7	103.7	103.3	0	+0.4
Clothing	124.6	124.7	122.9	−0.1	+1.4
Fuel and light	100.7	101.9	100.7	−1.2	0
Housefurnishings	124.8	124.8	121.5	0	+2.7
Sundries	117.9	117.8	116.7	+0.1	+1.0
Weighted Total	127.9	127.6	127.0	+0.2	+0.7
Chicago					
Food	148.9	145.8	142.7	+2.1	+4.3
Housing[1]	105.8	105.8	105.8	0	0
Clothing	133.6	133.8	129.5	−0.1	+3.2
Fuel and light	99.3	99.2	98.8	+0.1	+0.5
Housefurnishings	129.2	129.3	125.1	0	+3.4
Sundries	118.3	118.3	117.6	0	+0.6
Weighted Total	126.2	125.2	123.5	+0.8	+2.2
Cincinnati					
Food	141.9	139.8	140.1	+1.5	+1.3
Housing[1]	100.9	100.9	100.9	0	0
Clothing	139.4	138.7	135.8	+0.5	+2.7
Fuel and light	107.1	107.1	106.0	0	+1.0
Housefurnishings	125.1	125.1	124.4	0	+0.6
Sundries	120.9	120.9	116.5	0	+3.8
Weighted Total	125.9	125.2	123.6	+0.6	+1.9
Cleveland					
Food	142.3	139.6	139.7	+1.9	+1.9
Housing[1]	109.7	109.7	109.7	0	0
Clothing	136.8	137.2	133.5	−0.3	+2.5
Fuel and light	104.0	104.0r	105.2	0	−1.1
Housefurnishings	127.4	125.9r	130.0	+1.2	−2.0
Sundries	128.8	128.8	120.5	0	+6.9
Weighted Total	128.5	127.6r	125.2	+0.7	+2.6
Dallas					
Food	151.5	148.5	143.5	+2.0	+5.6
Housing[1]	105.6	105.6	105.6	0	0
Clothing	130.7	131.2	126.0	−0.4	+3.7
Fuel and light	89.1	89.1	89.1	0	0
Housefurnishings	129.3	129.3	127.5	0	+1.4
Sundries	126.4	126.4	123.3r	0	+2.5
Weighted Total	127.8	127.1	124.1r	+0.6	+3.0
Dayton					
Food	148.2	145.5	144.7	+1.9	+2.4
Housing[1]	105.9	105.9	105.9	0	0
Clothing	125.3	125.4	123.4	−0.1	+1.5
Fuel and light	107.6	107.6	105.7	0	+1.8
Housefurnishings	137.6	136.0r	128.2	+1.2	+7.3
Sundries	122.9	122.9	118.7r	0	+3.5
Weighted Total	127.7	126.7r	124.5r	+0.8	+2.6
Denver					
Food	146.6	147.3	143.0	−0.5	+2.5
Housing[1]	105.6	105.6	105.6	0	0
Clothing	132.6	132.1	129.7	+0.4	+2.2
Fuel and light	101.6	101.6	101.6	0	0
Housefurnishings	126.7	126.7	130.5	0	−2.9
Sundries	120.0	120.1	116.6	−0.1	+2.9
Weighted Total	126.1	126.3	123.8	−0.2	+1.9
Des Moines					
Food	137.7	136.8	136.4	+0.7	+1.0
Housing[1]	105.3	105.3	105.3	0	0
Clothing	139.5	139.3	132.8	+0.1	+5.0
Fuel and light	121.3	121.2	120.9	+0.1	+0.3
Housefurnishings	125.9	126.0	125.9	−0.1	0
Sundries	121.1	121.1	119.9	0	+1.0
Weighted Total	125.1	124.9	123.6	+0.2	+1.2
Detroit					
Food	156.4	150.1	146.8	+4.2	+6.5
Housing[1]	107.0	107.0	107.0	0	0
Clothing	136.8	136.4	131.7	+0.3	+3.9
Fuel and light	113.1	113.2	112.1	−0.1	+0.9
Housefurnishings	126.2	126.2	126.0	0	+0.2
Sundries	130.8	130.8	128.8	0	+1.6
Weighted Total	133.0	131.1	128.9	+1.4	+3.2

[1]Rents surveyed twice annually, May 15, and October 15.

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COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939=100			Percentage Changes	
	June 1945	May 1945	June 1944	May 1945 to June 1945	June 1944 to June 1945
Duluth					
Food	142.7	141.5	135.0	+0.8	+5.7
Housing[1]	100.2	100.2	100.2	0	0
Clothing	138.2	137.9	135.2	+0.2	+2.2
Fuel and light	110.3	107.5	107.5	+2.6	+2.6
Housefurnishings	143.0	142.0	135.9	+0.7	+5.2
Sundries	120.1	120.1	117.3	0	+2.4
Weighted Total	126.5	125.7	122.2	+0.6	+3.5
Erie, Pa.					
Food	154.4	151.7	150.3	+1.8	+2.7
Housing[1]	110.2	110.2	109.9	0	+0.3
Clothing	146.7	146.5	138.0	+0.1	+6.3
Fuel and light	113.7	113.7	113.0	0	+0.6
Housefurnishings	131.6	131.5	129.9	+0.1	+1.3
Sundries	130.8	130.8	127.7	0	+2.4
Weighted Total	134.4	133.5	131.3	+0.7	+2.4
Fall River					
Food	139.4	137.7	133.7	+1.2	+4.3
Housing[1]	104.3	104.3	104.3	0	0
Clothing	137.5	137.1	134.8	+0.3	+2.0
Fuel and light	117.0	116.9	116.6	+0.1	+0.3
Housefurnishings	120.4	120.4	116.7	0	+3.2
Sundries	127.0	127.0	123.5r	0	+2.8
Weighted Total	127.3	126.7	124.0r	+0.5	+2.7
Front Royal, Va.					
Food	165.8	165.8r	161.9r	0	+2.4
Housing[1]	107.3	107.3	107.7	0	−0.4
Clothing	147.1	147.1	143.7	0	+2.4
Fuel and light	112.2	112.2	111.4	0	+0.7
Housefurnishings	132.4	132.4	132.4	0	0
Sundries	118.1	118.1	118.1	0	0
Weighted Total	131.4	131.4r	130.1	0	+1.0
Grand Rapids					
Food	153.7	150.9	147.1	+1.9	+4.5
Housing[1]	106.5	106.5	106.5	0	0
Clothing	140.3	139.5	133.0	+0.6	+5.5
Fuel and light	112.9	112.8	110.9	+0.1	+1.8
Housefurnishings	143.4	143.4	143.5	0	−0.1
Sundries	127.3	127.2	125.9	+0.1	+1.1
Weighted Total	132.5	131.5	129.2	+0.8	+2.6
Green Bay, Wis.					
Food	145.7	137.6	133.5	+5.9	+9.1
Housing[1]	102.8	102.8	102.8	0	0
Clothing	140.8	140.0	132.8	+0.6	+6.0
Fuel and light	108.6	108.0	108.9	+0.6	−0.3
Housefurnishings	128.6	128.6	128.4	0	+0.2
Sundries	120.9	120.9	120.3	0	+0.5
Weighted Total	127.0	124.6	122.4	+1.9	+3.8
Houston					
Food	143.7	142.6	140.2	+0.8	+2.5
Housing[1]	105.7	105.7	105.7	0	0
Clothing	129.7	129.7	127.2	0	+2.0
Fuel and light	84.8	84.8	84.8	0	0
Housefurnishings	119.0	119.6	115.5	−0.5	+3.0
Sundries	123.3	123.3r	118.8	0	+3.8
Weighted Total	124.6	124.3r	121.5	+0.2	+2.6
Huntington, W. Va.					
Food	150.2	147.5	143.2	+1.8	+4.9
Housing[1]	111.7	111.7	111.7	0	0
Clothing	129.1	128.9	127.0	+0.2	+1.7
Fuel and light	100.0	100.0	100.0	0	0
Housefurnishings	132.2	132.3r	129.4	−0.1	+2.2
Sundries	129.5	129.5	117.1	0	+10.6
Weighted Total	132.2	131.3	125.5	+0.7	+5.3
Indianapolis					
Food	152.6	150.7	155.5	+1.3	−1.9
Housing[1]	107.9	107.9	107.9	0	0
Clothing	128.6	128.5	126.2	+0.1	+1.9
Fuel and light	113.4	113.4	111.9	0	+1.3
Housefurnishings	126.5	126.0	125.1	+0.4	+1.1
Sundries	127.8	127.8	123.0	0	+3.9
Weighted Total	130.7	130.1	129.6	+0.5	+0.8
Kansas City, Mo.					
Food	136.5	135.0	132.1	+1.1	+3.3
Housing[1]	105.5	105.5	105.2	0	+0.3
Clothing	133.6	133.5	128.5	+0.1	+4.0
Fuel and light	111.1	111.0	110.0	+0.1	+1.0
Housefurnishings	123.2	123.0	122.8	+0.2	+0.3
Sundries	128.0	128.0	125.5	0	+2.0
Weighted Total	126.0	125.6	123.3	+0.3	+2.2
Lansing					
Food	176.4	170.8	162.9	+3.3	+8.3
Housing[1]	98.0	98.0	98.0	0	0
Clothing	129.5	129.0	127.9	+0.4	+1.3
Fuel and light	106.7	106.7	105.0	0	+1.6
Housefurnishings	135.6	135.3	133.1	+0.2	+1.9
Sundries	129.9	129.9	129.4	0	+0.4
Weighted Total	134.7	133.1	130.4	+1.2	+3.3
Los Angeles					
Food	151.2	152.1	144.9	−0.6	+4.3
Housing[1]	106.2	106.2	104.6	0	+1.5
Clothing	123.8	125.6	125.1	−1.4	−1.0
Fuel and light	93.4	93.4	93.4	0	0
Housefurnishings	120.8	120.8	121.1	0	−0.2
Sundries	124.9	124.9	122.1	0	+2.3
Weighted Total	127.8	128.2	124.8	−0.3	+2.4
Louisville					
Food	148.0	145.5r	144.3	+1.7	+2.6
Housing[1]	103.9	103.9	103.9	0	0
Clothing	130.0	130.8	124.0	−0.6	+4.8
Fuel and light	114.8	114.8	113.4	0	+1.2
Housefurnishings	129.2	129.2	130.5	0	−1.0
Sundries	123.3	123.3	114.1	0	+8.1
Weighted Total	128.9	128.2	124.5	+0.5	+3.5
Macon					
Food	150.7	147.8	147.5	+2.0	+2.2
Housing[1]	113.2	113.2	115.9	0	−2.3
Clothing	133.6	132.6	128.6	+0.8	+3.9
Fuel and light	102.7	102.7	101.5	0	+1.2
Housefurnishings	135.8	137.3	135.0	−1.1	+0.6
Sundries	125.9	125.9	125.6	0	+0.2
Weighted Total	132.3	131.3	130.7	+0.8	+1.2
Meadville, Pa.[2]					
Food	*n.a.*	*n.a.*	144.4	*n.a.*	*n.a.*
Housing[1]	*n.a.*	*n.a.*	110.8	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*	119.2	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*	112.1	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*	134.6	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*	125.7	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*	126.6	*n.a.*	*n.a.*
Memphis					
Food	159.8	156.5	155.2	+2.1	+3.0
Housing[1]	108.4	108.4	109.4	0	−0.9
Clothing	139.3	138.3	133.6	+0.7	+4.3
Fuel and light	99.0	99.0	98.1	0	+0.9
Housefurnishings	131.5	130.9	129.1	+0.5	+1.9
Sundries	114.3	114.3	114.1	0	+0.2
Weighted Total	128.7	127.6	126.6	+0.9	+1.7

[1]Rents surveyed twice annually, May 15 and October 15.
[2]Compilation of indexes temporarily discontinued.
*n.a.*Not available. rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: The Conference Board

NOTE: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	June 1945	May 1945	June 1944	May 1945 to June 1945	June 1944 to June 1945
Milwaukee					
Food	150.0	144.6	142.1	+3.7	+5.6
Housing[1]	103.4	103.4	103.4	0	0
Clothing	140.2	139.2	134.0	+0.7	+4.6
Fuel and light	111.0	110.5	109.8	+0.5	+1.1
Housefurnishings	129.1	129.1	127.9	0	+0.9
Sundries	122.7	122.7	120.9	0	+1.5
Weighted Total	128.2	126.4	124.6	+1.4	+2.9
Minneapolis					
Food	152.4	150.0	146.6	+1.6	+4.0
Housing[1]	103.7	103.7	103.7	0	0
Clothing	136.6	136.0	133.5	+0.4	+2.3
Fuel and light	104.1	103.8	104.8	+0.3	−0.7
Housefurnishings	125.1	125.1	121.9	0	+2.6
Sundries	123.7	123.7	120.9	0	+2.3
Weighted Total	128.4	127.6	125.5	+0.6	+2.3
Muskegon					
Food	172.7	166.6	157.4	+3.7	+9.7
Housing[1]	115.2	115.2	115.2	0	0
Clothing	130.7	131.4	130.7	−0.5	0
Fuel and light	115.5	115.5	114.6	0	+0.8
Housefurnishings	121.9	121.9	120.6	0	+1.1
Sundries	121.8	121.8	119.9	0	+1.6
Weighted Total	135.2	133.6	130.3	+1.2	+3.8
Newark					
Food	144.4	139.3*r*	136.2*r*	+3.7	+6.0
Housing[1]	101.4	101.4	101.4	0	0
Clothing	127.1	128.4	125.9	−1.0	+1.0
Fuel and light	102.9	102.7	106.0	+0.2	−2.9
Housefurnishings	133.9	133.9	131.7	0	+1.7
Sundries	120.2	120.2	119.4	0	+0.7
Weighted Total	125.7	124.0*r*	122.5*r*	+1.4	+2.6
New Haven					
Food	138.9	137.2	134.4	+1.2	+3.3
Housing[1]	105.3	105.3	105.3	0	0
Clothing	130.7	130.9	127.6	−0.2	+2.4
Fuel and light	112.2	112.2	111.8	0	+0.4
Housefurnishings	128.2	128.2	124.4	0	+3.1
Sundries	111.9	111.8	111.4	+0.1	+0.4
Weighted Total	121.7	121.1	119.6	+0.5	+1.8
New Orleans					
Food	152.2	150.3	144.9	+1.3	+5.0
Housing[1]	110.6	110.6	110.6	0	0
Clothing	134.9	134.3	132.6	+0.4	+1.7
Fuel and light	85.8	85.7	85.7*r*	+0.1	+0.1
Housefurnishings	124.1	124.2	124.1	−0.1	0
Sundries	123.5	123.5	121.0	0	+2.1
Weighted Total	131.5	130.7	127.8*r*	+0.6	+2.9
New York					
Food	144.0	141.0	138.7	+2.1	+3.8
Housing[1]	100.8	100.8	100.8	0	0
Clothing	135.5	135.9	133.6	−0.4	+1.3
Fuel and light	107.7	107.3	107.3	+0.4	+0.4
Housefurnishings	132.9	132.7*r*	129.8	+0.2	+2.4
Sundries	123.8	123.9	121.6	−0.1	+1.8
Weighted Total	126.9	125.9	124.2	+0.8	+2.2
Omaha					
Food	154.3	151.7*r*	147.8	+1.7	+4.4
Housing[1]	100.6	100.6	100.6	0	0
Clothing	131.9	130.6	126.0	+1.0	+4.7
Fuel and light	108.3	107.8	106.5	+0.5	+1.7
Housefurnishings	142.5	142.4	138.6	+0.1	+2.8
Sundries	126.1	126.1	121.1	0	+4.1
Weighted Total	129.7	128.8	125.4	+0.7	+3.4
Parkersburg, W. Va.					
Food	147.8	145.2	142.3	+1.8	+3.9
Housing[1]	104.2	104.2	104.2	0	0
Clothing	128.3	125.4	125.4	+2.3	+2.3
Fuel and light	94.6	94.6	94.6	0	0
Housefurnishings	132.0	132.0	128.4	0	+2.8
Sundries	117.9	117.9	116.5	0	+1.2
Weighted Total	127.4	126.2	124.5	+1.0	+2.3
Philadelphia					
Food	141.5	141.0	138.2	+0.4	+2.4
Housing[1]	102.7	102.7	102.9	0	−0.2
Clothing	131.8	131.8	129.7	0	+1.6
Fuel and light	110.6	110.4	110.0	+0.2	+0.5
Housefurnishings	131.5	131.0	121.2	+0.4	+8.5
Sundries	125.7	125.7	125.1	0	+0.5
Weighted Total	127.5	127.3	125.5	+0.2	+1.6
Pittsburgh					
Food	148.4	141.4	138.6	+5.0	+7.1
Housing[1]	105.7	105.7	105.7	0	0
Clothing	131.1	130.6	129.0	+0.4	+1.6
Fuel and light	110.9	110.9	110.3	0	+0.5
Housefurnishings	121.9	119.9	118.5	+1.7	+2.9
Sundries	120.4	120.4	118.9	0	+1.3
Weighted Total	127.3	124.9	123.3	+1.9	+3.2
Portland, Ore.					
Food	147.2	146.3	143.8	+0.6	+2.3
Housing[1]	110.0	110.0	110.0	0	0
Clothing	142.4	141.7	139.5	+0.5	+2.1
Fuel and light	124.9	124.9	107.5*r*	0	+16.2
Housefurnishings	122.5	122.5	120.6	0	+1.6
Sundries	117.1	117.1	118.5	0	−1.2
Weighted Total	128.5	128.2	126.6*r*	+0.2	+1.5
Providence					
Food	150.3	147.8	139.4	+1.7	+7.8
Housing[1]	103.3	103.3	103.3	0	0
Clothing	135.3	135.4	133.5	−0.1	+1.3
Fuel and light	114.1	114.1	115.4	0	−1.1
Housefurnishings	126.2	126.2	126.2	0	0
Sundries	126.0	126.0	120.2	0	+4.8
Weighted Total	129.2	128.4	124.1	+0.6	+4.1
Richmond					
Food	161.6	159.0	153.3	+1.6	+5.4
Housing[1]	103.1	103.1	103.1	0	0
Clothing	132.4	131.9	129.8	+0.4	+2.0
Fuel and light	105.5	105.8	104.0	−0.3	+1.4
Housefurnishings	110.8	121.3	121.2	−8.7	−8.6
Sundries	119.9	119.9	117.1	0	+2.4
Weighted Total	129.1	128.8	125.9	+0.2	+2.5
Roanoke, Va.					
Food	150.1	148.5*r*	147.8	+1.1	+1.6
Housing[1]	121.6	121.6	120.3	0	+1.1
Clothing	133.9	133.7	131.6	+0.1	+1.7
Fuel and light	109.5	109.5	107.9	0	+1.5
Housefurnishings	124.8	124.0	121.9	+0.6	+2.4
Sundries	123.7	123.6	121.6	+0.1	+1.7
Weighted Total	131.2	130.7*r*	129.2	+0.4	+1.5
Rochester					
Food	152.5	146.9	145.1	+3.8	+5.1
Housing[1]	103.9	103.9	103.9	0	0
Clothing	133.2	132.5	130.8	+0.5	+1.8
Fuel and light	118.2	117.9	118.2	+0.3	0
Housefurnishings	138.5	138.4	135.8*r*	+0.1	+2.0
Sundries	128.8	128.8	127.0	0	+1.4
Weighted Total	130.3	128.6	127.3	+1.3	+2.4

[1]Rents surveyed twice annually, May 15 and October 15.

*r*Revised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: The Conference Board

NOTE: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939=100			Percentage Changes	
	June 1945	May 1945	June 1944	May 1945 to June 1945	June 1944 to June 1945
Rockford, Ill.					
Food	152.5	149.9	146.3	+1.7	+4.2
Housing[1]	138.1	138.1	138.0	0	+0.1
Clothing	132.0	130.7	125.5	+1.0	+5.2
Fuel and light	115.1	115.1	113.6	0	+1.3
Housefurnishings	131.3	131.3	131.2	0	+0.1
Sundries	122.7	122.7	121.4	0	+1.1
Weighted Total	135.3	134.4	132.3	+0.7	+2.3
Sacramento					
Food	147.3	146.8r	148.6	+0.3	−0.9
Housing[1]	104.1	104.1	104.1	0	0
Clothing	143.3	140.8	137.3	+1.8	+4.4
Fuel and light	80.8	80.8	80.8	0	0
Housefurnishings	140.7	140.7	143.3	0	−1.8
Sundries	125.0	125.0	122.1	0	+2.4
Weighted Total	128.4	128.0r	127.4	+0.3	+0.8
St. Louis					
Food	149.1	146.5	144.6	+1.8	+3.1
Housing[1]	105.8	105.8	105.8	0	0
Clothing	130.3	130.1	127.7	+0.2	+2.0
Fuel and light	116.8	116.8	114.7	0	+1.8
Housefurnishings	120.0	119.1	118.2	+0.8	+1.5
Sundries	117.7	117.7	116.1	0	+1.4
Weighted Total	127.4	126.5	125.0	+0.7	+1.9
St. Paul					
Food	143.8	141.9	140.1	+1.3	+2.6
Housing[1]	100.9	100.9	100.9	0	0
Clothing	126.8	126.8	124.1	0	+2.2
Fuel and light	106.8	106.6	106.6	+0.2	+0.2
Housefurnishings	127.8	127.8	126.2	0	+1.3
Sundries	121.6	121.6	120.9	0	+0.6
Weighted Total	124.1	123.5	122.5	+0.5	+1.3
San Francisco - Oakland					
Food	147.9	146.3	145.5	+1.1	+1.6
Housing[1]	100.9	100.9	100.9	0	0
Clothing	134.9	136.5	131.2	−1.2	+2.8
Fuel and light	90.0	89.9	89.7	+0.1	+0.3
Housefurnishings	124.2	124.2	119.9	0	+3.6
Sundries	124.3	124.3	122.2	0	+1.7
Weighted Total	127.8	127.5	125.8	+0.2	+1.6
Seattle					
Food	153.0	152.6	146.6	+0.3	+4.4
Housing[1]	106.5	106.5	106.5	0	0
Clothing	129.7	131.5	126.1	−1.4	+2.9
Fuel and light	110.2	110.2	108.4r	0	+1.7
Housefurnishings	121.1	121.0	121.2	+0.1	−0.1
Sundries	121.2	121.2	120.4	0	+0.7
Weighted Total	129.1	129.2	126.4r	−0.1	+2.1
Spokane					
Food	144.6	142.7	139.3	+1.3	+3.8
Housing[1]	102.0	102.0	102.0	0	0
Clothing	124.5	124.5	124.0	0	+0.4
Fuel and light	134.7	134.7	133.9	0	+0.6
Housefurnishings	132.7	132.7	132.9	0	−0.2
Sundries	120.2	120.2	117.9	0	+2.0
Weighted Total	127.6	127.0	125.1	+0.5	+2.0
Syracuse					
Food	147.4	144.8	141.4	+1.8	+4.2
Housing[1]	116.2	116.2	116.2	0	0
Clothing	133.2	133.3	132.0	−0.1	+0.9
Fuel and light	116.1	115.2	114.2	+0.8	+1.7
Housefurnishings	130.5	130.5	133.1	0	−2.0
Sundries	120.3	120.3	118.8	0	+1.3
Weighted Total	128.7	127.9	126.4	+0.6	+1.8
Toledo					
Food	151.0	147.9	142.3	+2.1	+6.1
Housing[1]	113.1	113.1	113.0	0	+0.1
Clothing	132.1	133.3	125.2	−0.9	+5.5
Fuel and light	108.9	108.9	107.5	0	+1.3
Housefurnishings	123.6	123.6	123.3	0	+0.2
Sundries	129.3	129.3	127.7	0	+1.3
Weighted Total	131.6	130.8	127.6	+0.6	+3.1
Wausau, Wis.					
Food	161.3	157.3	152.6	+2.5	+5.7
Housing[1]	102.7	102.7	102.7	0	0
Clothing	143.8	145.3	135.5	−1.0	+6.1
Fuel and light	109.9	109.3	109.8	+0.5	+0.1
Housefurnishings	125.6	125.6	125.8	0	−0.2
Sundries	117.1	117.1	116.5	0	+0.5
Weighted Total	130.0	129.0	126.5	+0.8	+2.8
Wilmington, Del.					
Food	143.2	141.0	139.8	+1.6	+2.4
Housing[1]	104.9	104.9	104.6	0	+0.3
Clothing	133.8	132.5	130.6	+1.0	+2.5
Fuel and light	104.8	104.8	104.8	0	0
Housefurnishings	126.1	126.1	119.9	0	+5.2
Sundries	116.3	116.2	116.6	+0.1	−0.3
Weighted Total	125.9	125.0	124.0	+0.7	+1.5
Youngstown					
Food	160.7	156.1	150.0	+2.9	+7.1
Housing[1]	105.6	105.6	105.6	0	0
Clothing	147.1	145.8	136.9r	+0.9	+7.5
Fuel and light	108.2	108.2	106.7	0	+1.4
Housefurnishings	138.4	134.2	128.1r	+3.1	+8.0
Sundries	116.8	116.8	114.9	0	+1.7
Weighted Total	132.1	130.4	126.5r	+1.3	+4.4

[1]Rents surveyed twice annually, May 15, and October 15. rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN FOUR CITIES

City	May 1945 to June 1945	June 1944 to June 1945
Evansville, Ind.		
Food	+2.3	+3.8
Housing[1]	0	0
Clothing	+1.1	+5.0
Fuel and light	+0.1	+0.8
Housefurnishings	+0.2	+1.5
Sundries	0	+6.1
Weighted Total	+0.9	+3.9
Joliet, Ill.[2]		
Food	+2.5	+4.0
Housing[1]	0	0
Clothing	+1.9	+5.8
Fuel and light	−0.1	+1.5
Housefurnishings	0	+2.6
Sundries	0	+2.6
Weighted Total	+1.0	+3.1
Lewistown, Pa.		
Food	+1.2	+4.5
Housing[1]	0	0
Clothing	+0.8	+7.3
Fuel and light	+1.5	+5.2
Housefurnishings	0	−0.1
Sundries	0	+1.6
Weighted Total	+0.7	+3.3
Trenton, N. J.		
Food	+1.0	+1.7
Housing[1]	0	+0.3
Clothing	+0.4	+6.8
Fuel and light	0	−1.7
Housefurnishings	0	+2.5
Sundries	+2.3	+12.8
Weighted Total	+1.0	+4.7

[1]Rents surveyed twice annually, May 15, and October 15. [2]Includes Lockport and Rockdale.

Strikes and Turnover Rates

STRIKES AND LOCKOUTS caused more lost time in May of this year than in any other month since Pearl Harbor, according to a report of the United States Bureau of Labor Statistics. The count for the month was 425 strikes and lockouts, 310,000 workers involved, and 2,025,000 man days of labor lost. Lost time amounted to 0.26% of working time, compared with 0.18% in April, 1945, and May, 1944. More than half the idleness resulted from the anthracite mine strike in Eastern Pennsylvania from May 1 to May 19.

In the six weeks since V-E day strikes have doubled in number, the Labor Conciliation Service reported on June 22. Strikes had reached a peak of twenty a day during the war in Europe. A total of 13,585 work stoppages occurred from December 7, 1941 to June 1, 1945. These strikes caused 31,562,000 man days of work to be lost.

LARGE STRIKES

Strikes occurring in June included one at the Goodyear Tire and Rubber Company at Akron, involving 16,700 employees, one at the R. R. Donnelly & Sons Printing Company at Chicago involving 1,100 printers, a jurisdictional dispute between rival unions in Detroit affecting 40,000 workers and disputes at eleven plants of the Libbey-Owens-Ford and the Pittsburgh Plate Glass Companies, with 15,000 glass workers idle.

Chicago experienced its second truck drivers' strike within a month. The new strike began on June 16 with the walkout of 6,000 members of the Independent Chicago Truck Drivers Union. They were

(*Continued on page 203*)

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]				Turnover Rate per 100 Employees[1]					
	Beginning in Period				Separations[3]					
	Number	Workers Involved (Thousand)	Man Days Idle During Period (Thousand)	Production[2] (1935–1939 = 100)	Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Layoffs[6]	Accessions[7]
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	118	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944	4,956	2,116	8,721	252	r81.8	r61.0	5.9	7.7	7.2	73.0
1944 April	453	165	614	255	6.8	4.9	.7	.6	.6	5.5
May	589	319	1,443	252	7.1	5.3	.7	.6	.5	6.4
June	441	145	727	252	7.1	5.4	.5	.7	.5	7.6
July	469	172	652	248	6.6	5.0	.4	.7	.5	6.3
August	501	198	959	251	7.8	6.2	.4	.7	.5	6.3
September	408	207	786	249	7.6	6.1	.3	.6	.6	6.1
October	430	222	756	250	6.4	5.0	.3	.6	.5	6.0
November	345	201	789	248	6.0	4.6	.3	.6	.5	6.1
December	264	92	387	248	5.7	4.3	.3	.6	.5	4.9
1945 January	240	44	228	248	6.2	4.6	.3	.7	.6	7.0
February	310	109	412	r259	6.0	4.3	.3	.7	.7	5.0
March	400	210	860	249	6.8	5.0	.4	.7	.7	4.9
April	p450	p285	p1,330	245	p6.6	p4.8	p.4	p.6	p.8	p4.6
May	p425	p310	p2,025	241	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1945, p. 172.

[1]United States Bureau of Labor Statistics.

[2]Federal Reserve annual production data are averages of monthly figures.

[3]A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4]A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; *i. e.*, separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5]A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6]A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

[7]An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

aData on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary n.a.Not available. rRevised.

LABOR DISPUTES ORIGINATING IN JUNE, 1945

Incomplete report based upon information appearing in the press

Company or Workers Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected
Manufacturing, Building, and Mining					
Aeronautical Products, Inc.	CIO	Detroit, Mich.	6/22	..	975
Aluminum Company of America	*n.a.*	New Kensington, Pa.	28	6/28	1,900*a*
American Steel Foundries[1]	CIO	East St. Louis, Ill.	19	25	1,800
	CIO	Granite City, Ill.	22	23	1,300*b*
Bellman Brook Bleachery Company	AFL	Fairview, N. J.	1	4	300
Bendix Aviation Corporation	CIO	Detroit, Mich.[2]	19	20	2,000
Bethlehem Steel Company[3]	CIO	Hoboken, N. J.	18	..	5,000
Briggs Manufacturing Company	CIO	Detroit, Mich.[4]	15	18	275
	CIO	[5]	22	..	7,500*a*
Budd Wheel Company[6]	[7]		18	18	350
	[7]		20	21	7,500*c*
[8]	[7]		22	..	7,500*c*
Carnegie-Illinois Steel Corporation	CIO	Pittsburgh, Pa.	13	..	8,400*d*
Carter Carburetor Corporation[1]	CIO	St. Louis, Mo.	22	24	2,700
Chrysler Corporation	*n.a.*	Detroit, Mich.[9]	8	10	373*e*
	CIO	[10]	11	..	350*f*
	[7]	[11]	14	..	145
	CIO	[9]	15	16	229
Consolidated Vultee Aircraft Corporation	*n.a.*	Wayne, Mich.[12]	23	28	1,500
Curtis Manufacturing Company	CIO	St. Louis, Mo.	14	..	420
Diamond Alkali Company	UMW	Painesville, Ohio	15	19	2,000
R. R. Donnelly & Sons Company	AFL	Chicago, Ill.	5	7/18	1,100*g*
Federal-Mogul Corporation	CIO	Detroit, Mich.	18	6/19	1,800
Feed mill employees	AFL	East St. Louis, Ill.[13]	1	..	300
Ford Motor Company	CIO	River Rouge, Mich.	1	..	1,880*h*
[14]	[7]		18	19	66
[15]	[7]		19	..	385
	[7]		19	20	4,000*i*
	CIO		19	21	1,300*j*
	CIO		21	..	3,527*k*
	[7]	Detroit, Mich.[16]	26	29	16,000
General Electric Company	CIO	Bridgeport, Conn.	19	20	1,000
Glass workers[17]	CIO	[17]	15	28	15,000*l*
Great Lakes Steel Corporation	CIO	[18]	15	18	6,000*m*
Higgins Industries, Inc.	AFL	New Orleans, La.	4	..	5,000
Hudson Motor Car Company	CIO	Detroit, Mich.	26	28	11,400
Mack-International Motor Truck Corporation	CIO	[19]	25	7/11	7,900
The R. C. Mahon Company	CIO	Detroit, Mich.	18	6/21	500*n*
Marion Steam Shovel Company[20]	*n.a.*	Marion, Ohio	1	..	1,250
Michigan Die Casting Company	CIO	Detroit, Mich.	19	22	500
Monsanto Chemical Company	AFL	Monsanto, Ill.	22	23	1,220*o*
Motor Products Corporation	CIO	Detroit, Mich.	26	..	1,100
Northern Indiana Brass Company	UMW	Elkhart, Ind.	5	..	150
Packard Motor Car Company	[7]	Detroit, Mich.[21]	19	29	22,000*p*
Phelps Dodge Refining Corporation	*n.a.*	Laurel Hill, N. Y.	12	..	800
Plymouth Electric Company[22]	[23]	New York, N. Y.	13	22	83*q*
Rendering plant employees[24]	CIO	Detroit, Mich.	21	23	335*r*
Tennessee Coal, Iron & Railroad Company	CIO	Birmingham, Ala.	1	..	9,100*s*
The Texas Company	CIO	Port Arthur, Tex.	29	..	250
United Dressed Beef Company	CIO	New York, N. Y.	23	26	850
Universal Products Company	CIO	Dearborn, Mich.	12	..	380*t*
Miscellaneous					
The Bayonne Times	AFL	Bayonne, N. J.	13	*u*	*v*
Bus drivers[25]	Ind.	Jersey City, N. J.	22	7/13	60*w*
Dixie-Greyhound Bus Lines	AFL	Memphis, Tenn.	29	7/ 3	400*x*
Fifth Avenue Coach Company[26]	CIO	New York, N. Y.	9	6/11	*n.a.*
The Jersey Journal	AFL	Jersey City, N. J.	12	..	45*y*
New York Omnibus Corporation[26]	CIO	New York, N. Y.	14	19	*z*
Newspaper delivery men	Ind.	New York, N. Y.	30	7/17	1,700*aa*
Truck drivers	*bb*	Chicago, Ill.	16	26	10,000*bb*
Warehousemen[27]	AFL	Pittsburgh, Pa.	13	14	850*cc*

[1]Production workers.
[2]Zenith Carburetor Division.
[3]Riveters.
[4]Outer Drive plant.
[5]Conner Avenue plant.
[6]Maintenance and construction workers.
[7]Jurisdictional dispute between AFL and CIO unions.
[8]Three plants.
[9]Dodge main plant.
[10]Dodge truck plant.
[11]Five construction jobs were held up at the Dodge main plant, the Jefferson-Kercheval and Plymouth plants.
[12]Stinson Aircraft Division.
[13]At Allied Mills, Inc., Alphacorn Milling Company, Always-a-head Mills, Dixie Mills Company, and the National Oats Company.
[14]Maintenance men.
[15]Millwrights.
[16]Highland Park, River Rouge and Willow Run plants.
[17]Libbey-Owens-Ford plants at Ottawa, Ill.; Shreveport, La.; Toledo, Ohio; Charleston, W. Va.; Pittsburgh Plate Glass Company plants at Crystal City, Mo.; Mt. Vernon, Ohio; Henryetta, Okla.; Creighton, Ford City, Pa.
[18]Ecorse and Zug Island, Mich.
[19]Strike began with walkout of 2,500 employees at New Brunswick, N. J., plant. Next day, 2,400 workers at two Plainfield plants and 3,000 at Allentown, Pa., walked out in sympathy.
[20]Maintenance and production workers.
[21]Main and Hern plants.
[22]Electrical workers employed on Idlewild Airport construction job.
[23]Dispute between AFL and independent unions.
[24]Employees of Darling & Company, Detroit Rendering Company, Newton Products Company and the Wayne Soap Company.
[25]Central Avenue lines.
[26]Bus drivers.
[27]At Frank & Seder, Gimbel's, Horne's, Rosenbaum's.

*a*Strike caused the plant to close.
*b*Strike of coremakers and rammers caused the plant to shut down.
*c*7,000 production workers struck in sympathy with 500 maintenance men.
*d*Strike of 400 battery crew workers caused 8,000 employees to be idle.
*e*Strike of 74 painters and strippers caused 299 other employees to be idle.
*f*Strike of 350 assemblers shut down the entire heavy truck division.
*g*As a result of strike, WLB reported, there were sympathy stoppages by union members at plants of other printing companies, including the Cuneo Press of Chicago and Philadelphia.
*h*Strike of 80 grinder cutters forced the company to send 1,800 others home.
*i*Strike of 500 maintenance men made 3,500 others idle.
*j*Strike of 300 workers made an additional 1,000 idle.
*k*Strike of 1,450 made 2,077 others idle.
*l*Strike began with the walkout of 3,000 at the Creighton plant on June 15 and 3,000 at the Ford City plant on the 19th. The general strike by the glass workers began in other plants on June 21.
*m*Strike halted the production of steel and steel products at the Michigan Steel Company and the Hanna Furnace Company as well as at the Great Lakes plants.
*n*Strike of 500 employess caused the plant to close.
*o*Strike of 20 warehouse checkers made 1,200 others idle.
*p*Strike of 1,100 maintenance men caused the plants to close and forced 20,900 others into idleness.
*q*Strike of 18 workers made 65 other employees idle.
*r*Strike caused most of the city's 36 slaughter and packing houses to close.
*s*Strike of 1,100 blast furnace workers made approximately 8,000 other employees idle.
*t*Strike of 30 workers caused the plant, employing 350 others, to close.
*u*Strike began on June 13, workers returned on the 14th, and remained away from work again on the 15th.
*v*Strike of typographical workers caused the newspaper to suspend publication.
*w*Strike of 60 drivers caused complete suspension of all service on the line.
*x*Strike affected Greyhound traffic in a seven-state area.
*y*Strike of 45 composing-room employees forced the newspaper to suspend publication.
*z*Approximately 25% of normal complement of 232 buses were entirely out of operation.
*aa*Delivery was seriously curtailed of *Journal-American, Mirror, Morning Telegraph, News, Sun, Times, Tribune, Wall Street Journal, World-Telegram, Brooklyn Citizen, Brooklyn Daily Eagle, Long Island Daily Press* and *Long Island Daily Star Journal*. *The New York Post* suspended publication for the period.
*bb*4,000 members of an AFL union joined for a time the 6,000 members of the independent union.
*cc*350 truck drivers and helpers walked out in sympathy with 500 warehousemen.

(*Continued from page 201*)

joined for a time by about 4,000 members of the International Brotherhood of Teamsters (AFL). On June 16, after the unions had voted to strike, the Office of Defense Transportation acted under an executive order of the President to seize 1,700 truck lines.

Officials of the independent union issued a statement on June 25 urging members to return to work at once and by this date 15,000 soldiers and military police had restored trucking operations more nearly to normal than at any time since the strike had begun.

The National War Labor Board in May had awarded the drivers an increase of $4.08 for a 51-hour week, retroactive to January 1, 1945. The union wanted an increase of $5 a week for forty-eight hours, and both strikes were begun to enforce this demand.

NEWSPAPER STRIKE

A 17-day strike by 1,700 members of the Newspaper and Mail Deliverers Union in New York City, was begun on June 30, tying up the delivery of fourteen metropolitan newspapers. A strike vote, following the breakdown of contract negotiations between the Publishers' Association of New York City and the union, showed the delivery men overwhelmingly in favor of a walkout. A wage increase in the union's original ten-point program had been certified to the War Labor Board on June 1, but the strike actually was called to enforce the union's demand for a welfare fund to which employers would contribute an amount equal to 3% of the employees' payroll.

In defiance of the WLB, which issued repeated directives threatening to deprive the union of its closed-shop privileges, as well as the retroactive benefits of the final settlement, the strikers refused to have any dealings with the federal agency and insisted upon submitting settlement of the dispute to another party. This, in effect, was a repetition of the union's original demand for arbitration, which the publishers' association had declared to be no longer possible since the case was entirely in the hands of the WLB.

Finally, on July 17, the union voted to accept the conditions offered by the Daily Newspaper Commission of the WLB. This was followed almost immediately by the approval of the publishers and the return of the men to work. The commission promised that it would hold an immediate hearing on the matter of vacations and holidays with pay and the retroactivity of the agreement, after which the parties could refer other issues to private arbitration.

MARY ANN O'DONNELL
Division of Labor Statistics

Management Book Shelf

Employer-Employee Relations. *By Dr. Wayne L. McNaughton. Los Angeles: Golden State Publications, Westwood Village.*

An objective picture of current employer-employee relationships, labor legislation, court decisions and their effect upon collective bargaining that should prove an excellent guide for the lecturer or discussion leader.

As a rule, academic discussions relating to employer-employee relationships are quite ethereal, but the author has presented actual cases giving the attitudes of groups involved. He analyzes existing laws affecting labor-employer relations as (1) laws designed to protect the interests of employers; (2) laws designed to protect the interests of employees; (3) laws designed to protect the interests of the public."

This three-way breakdown truly represents the legislative side of labor relations today; it is stated, however, by some students of industrial relations that separating the interests of various groups of Americans through laws weighted in favor of one group or the other does not make for better employer-employee relations.

A. A. D.

Selling with Color. *By Faber Birren. New York: McGraw-Hill Book Company.* 244 *pp.* $2.50.

In discussing a subject that is lost in advanced physical and chemical theory on one extreme and in psychology, romance and mysticism on the other, Mr. Birren attempts to stay on middle ground and treat color as a means of practical benefit to business. Based on an extensive experience in the study of color and its application to business problems, the author discusses its use in styling clothes, packaging, displays and interiors.

Advertising, including direct mail, calls for color, and this volume notes those colors that usually do the best job. Points are backed with findings of surveys and the opinions of psychologists and other color experts. One of the most valuable contributions is to be found in the appendix, where a series of sales records are classified by color, showing the effect of color on the sales of various types of products.

While the book is of general business worth, some sections are more of passing interest than of widespread value. The author himself classifies two chapters as " . . . concerned less with practical instruction than with a review of odd and sentimental things more related to the background of color."

Had the book been confined solely to the business applications of color and considerably condensed, its value would have been enhanced. G. C. T.

Management Planning. *By Edward H. Hempel. New York: Harper & Bros.* $4.50.

Dealing with each phase of business in proper sequence, this book stresses the importance of management planning for successful achievement. Considerable material is devoted to the importance of sales forecasting and its fundamental bases of measurement. Product selection methods, as well as the economic factors of technical production, are given careful analysis and the results are presented in a clear, comprehensive manner.

Relationship of production and sales prospects are carefully correlated to illustrate methods of planning production programs. Other factors covered which are of interest to manufacturers in planning an expanded civilian production program include types of machines, coordination of machines within a plant, and selection of advantageous plant location. T. A. F.

Labor Contract Clauses. *Compiled and edited by Malcolm W. Welty. Detroit: Automotive and Aviation Parts Manufacturers.* $2.75.

This book contains a cross section of union-contract clauses covering union security and grievance procedure, seniority, wages, etc. As Frank Rising points out in the foreward, the book "is primarily a reporting job—relating things as they are—and not a manual of recommended standard practice."

The contracts covered are from the automotive and aviation parts manufacturers who have cooperated with their association to the extent of releasing for study two hundred collective bargaining contracts, mainly covering hourly workers, although some of the clauses cover salaried workers and a few plant guards.—A. A. D.

Management Reading

Tests in Selecting Salesmen. *Report No. 518. Chicago: The Dartnell Corporation.*

This report represents more than a year's investigation to determine comparative usefulness of psychological tests and inventories. Letters and personal contacts were made with over one thousand companies, some three hundred of them replying from experience.

Scientific selection is an evolutionary development of personnel practices, according to the introduction, just as the technical phases of management have evolved from rule-of-thumb methods. Values of scientific methods of selection, however, depend upon proper coordination of other factors and the specific skill of those who utilize the methods.

Part I presents the most important factors which should be combined with psychological tests and inventories in order to assure usefulness: (1) evaluated application blank, (2) analysis of position and (3) sales qualifications, (4) weighted interview and (5) diagnostic interview. Experience of companies using tests are given. Many helpful forms are reproduced.

Part II presents additional cases where psychological tests have fitted into the sales executive's quest for improving selection practices. From specific and general data from sales executives and psychologists the report concludes that: (1) each company should engage properly equipped persons to select and develop a battery suitable for its particular business, (2) other selection methods should be part of the system, (3) interpretation of all instruments should be made by skilled interviewers. Although not specifically indicated, the report implies a fourth conclusion that psychological tests and inventories constitute an excellent foundation upon which to build a formula for training, for daily supervision by the superior in charge and for reorientation and promotion within the organization.

The report approaches the conclusion that scientific selection instruments, as a personnel technique, are moving out of the mysterious academic realm to the area of practical usage, just as the war forced methods engineering and time standards to be expressed in everyday shop language. C.E.Y.

"How Socony-Vacuum Developed Standards for Salesman Performance and Compensation," by A. L. Nickerson, *Printers' Ink*, May 25, 1945. A picture of the advantages to be gained from having members of the sales staff participate in setting their own goals and in establishing their own semiannual performance ratings on which their compensation is based. The four rating factors, which are all measurable, are: sales volume, acquisition and retention of sales outlets, sales realization, and selling expense. S.A.R.

"Judicial Procedure in Labor Unions," by Philip Taft, *Quarterly Journal of Economics*, May, 1945. Outlines union rules and methods of discipline within unions. The question of courts and unions is presented with clarity through the case history method. The author ably covers only part, however, of a very complex subject. A.A.D.

"Salesmen's Expenses Now Running Over 30% Higher Than Prewar Level," *Sales Management*, June 15, 1945. Expense accounts of 150 representative companies indicate real causes of higher expense in use of automobile and of other daily items and practices. C.E.Y.

"Use of Sales Aptitude Tests," by J. Robert Hilgert, *Harvard Business Review*, Summer Number, 1945. Extent of the use of sales aptitude tests among 350 companies, factors determining their success or failure, and six standard tests most effective in measuring a list of eleven qualities characteristic of successful salesmen. Tests have proved of benefit to some executives in providing a "personality portrait" as an aid "in training, supervision and . . . promotion" after selection. C.E.Y.

"Fact-finding Activities of the Bureau of Labor Statistics," by Harold R. Hosea, *Monthly Labor Review*, May, 1945. This article re-emphasizes the fact-finding nature and scope of the bureau's activities as originally defined by Congress. Mr. Hosea points out that the depression, two world wars, and other social and economic dislocations have necessitated some redirection of the bureau's work in order to maintain its usefulness to labor, management, and government agencies. Five major areas of bureau fact-finding activity are reviewed. Numerous references are made to more detailed exposition of specific problems. G.M.G. Jr.

"Industry *vs.* Venereal Disease: A Program of Education and Action," *Journal of Social Hygiene*, February, 1945. Addresses of social hygiene leaders and representatives of labor and industry presented at a meeting of the American Social Hygiene Association in New York City last fall. E.M.S.

"Printers' Ink Asks 1,000 Servicemen: 'What civilian job are you headed for?'" *Printers' Ink*, June 15, 1945. A survey which tells how servicemen feel about their old jobs and what they expect to earn in their postwar jobs. E.M.S.

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Published for the special information of Associates of the

National Industrial Conference Board, Inc. 247 Park Avenue, New York City

The Fact Tool Maker for a Free America

PRINTED IN U. S. A.